

Benefits - Zak Designs, Inc.

Most benefits become effective on the first day of the month following 3 full months of employment. To be eligible for the below benefits, employees must be a full time, regular employee, working at least 30 hours per week. Below is a summary of our benefits package. These benefits are subject to change by Zak Designs.

Group Health (HMO) Options Select (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium and offsets dependent premiums • The plan is an HMO provider plan (must choose primary care provider) • Stop loss is \$1,000 per member or \$2,000 per family, deductible: \$100 per person or \$200 per family • Office visits \$20 co-pay, after deductible • X-ray and lab work covered 100%, after deductible • Vision exam \$20 co-pay at preferred provider location (does not cover hardware)
Group Health (PPO) Options PPO (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium and offsets dependent premiums • The plan is a PPO provider plan and has 80% co-insurance • Stop loss is \$2,000 per member, plus \$250 deductible per year/or \$750 per family and any applicable co-pays • Office visits \$20 co-pay, deductible + coinsurance • Vision exam \$20 co-pay at preferred provider location (does not cover hardware)
Group Health Prescription Drug (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium • \$10 co-pay for generic prescriptions (Up to 30 day supply) • \$20 co-pay for Brand (formulary) prescriptions (Up to 30 day supply) • \$40 co-pay for non-formulary prescriptions (Up to 30 day supply) • Mail order Drug Program - covered 100% after co-pay <ul style="list-style-type: none"> – Two \$10 co-pays for generic drugs (90 day supply) – Two \$20 co-pays for Brand drugs (90 day supply) – Two \$40 co-pays for non-formulary drugs (90 day supply)
Zak Vision Reimbursement Plan	<ul style="list-style-type: none"> • Zak reimburses \$50 per person or \$100 per family (if family member enrolled in medical plan) in reimbursements for the vision hardware plan (Submit forms to HR)
Washington Dental Service (WDS) Delta Dental PPO Plan #424 (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium • 100% contracted / 80% non-contracted exams every 6 months, cleanings, x-rays • 80% contracted / 70% non-contracted for fillings, extractions, root canals, after deductible • 50% contracted / 40% non-contracted for crowns, bridges, partials, etc., after deductible • 50% Orthodontia for adults / dependent children with a \$1,000 lifetime maximum • Maximum benefit cap of \$1,000 per member per year • No open enrollment....sign up when first eligible or you won't have the option later
Washington Dental Service (WDS) DeltaCare (DMO) Plan #425 (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium • Must use contracted dentist • 100% for exams every 6 months, cleanings, x-rays • Small or no co-pays for fillings, extractions, root canals • Fee schedule for crowns, bridges, partials, etc. • Orthodontia for adults / dependent children through contracted providers • No open enrollment.... sign up when first eligible or you won't have the option later
Lincoln Financial Life Insurance (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium • Amount of basic life insurance is \$50,000/Managers 2x annual salary (\$200,000 max)
Lincoln Financial Accidental Death and Dismemberment (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Company pays for employee premium • Accidental Death and Dismemberment Insurance (Additional \$50,000) for accidental death/Managers 2X annual salary (\$200,000 max)
Lincoln Financial Short/Long Term Disability (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • STD: 60% of your pre-tax weekly earnings or max of \$750.00 per week • LTD: 60% of your pre-tax monthly earnings • Employee pays this premium post-tax based on wage/salary • 3 month waiting period for new employees
Vacation Personal Time Off Holidays (start accruing on first day of employment, starting with a zero balance)	<ul style="list-style-type: none"> • Zak Designs provides 10 vacation days the first year. Each year, you will accrue 1 additional vacation day until your 11th year, when you accrue the maximum of 20 vacation days per year, up to a maximum of 120 hours accrued on the books at any time. • Zak Designs provides four Personal Time Off (PTO) days in the first year of employment. Five PTO days accrue in the second year; and each year after the second year, six PTO days are accrued. Maximum of 56 hours accrued on the books at any time. • All employees are provided eight paid holidays: New Years' Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, and Christmas.
Flexible Benefits Plan (1st day of month following 3 months of employment)	<ul style="list-style-type: none"> • Set aside pre-tax dollars for out-of-pocket medical and / or dependent care expenses up to \$5,000 per year per account
John Hancock 401(k) Retirement Plan (Must be a member of Zak Designs 6 full months prior to enrollment period or January 1st or July 1st)	<ul style="list-style-type: none"> • 2 Enrollment periods (1 Jan/1 Jul) • 5 Year vesting period (20% per year) • Zak Designs will match \$0.25 for each dollar you put into the plan, up to the maximum permitted by law (Year 2012 Maximum \$17,000) • If over 50 years of age, may contribute a "catch up" (Year 2012: \$5,500). The catch up contributions will also be matched at 25% by Zak Designs.