

301 Employee Benefits

Effective Date: 08/01/2022

We provide eligible employees with a wide range of employee benefits. This handbook may contain general descriptions of those benefits. You can find detailed descriptions of benefits in our benefit enrollment materials and the summary plan descriptions and/or insurance certificates for the plans, where applicable, or in policies within this handbook.

Your eligibility for benefits depends on a variety of factors, including your employee classification. The Human Resources Department can identify the programs for which you are eligible.

The following benefit programs are available to eligible employees:

- Annual Leave
- Dental Insurance
- Dependent Care & Medical FSA
- Funeral Leave
- Paid Holidays
- Jury Duty Leave
- Medical Insurance
- Medical Leave
- Military Leave
- Sick Leave
- Retirement
- Supplemental Life Insurance
- Uniform and Uniform Maintenance
- Personal Leave (unpaid)

Some benefit programs require you to make contributions, some may be unpaid, and others may be fully paid by us.