

# Exceptional Persons, Inc.

## *Benefits Summary for Exempt Positions*

Rev. 4/11

Employees working in a regular scheduled position of at least 30 hours per week are eligible for benefits.

**Vacation:** 15 days during 1st year – eligible to use after 3 months of continuous employment.  
20 days after 1st year up to 20th year of employment. 25 days thereafter.

**Sick Days:** Accruals total 9 days per year. Eligible to use after 3 months of continuous employment.

**Personal Days:** 1 day the 1st year and 2 days per year up to year five. Additional days based on years of employment for a maximum of 5 personal days per year with 15 years of employment. Eligible to use after 6 months of continuous employment.

**Health Insurance:** United Healthcare of the River Valley. Effective after 3 months of continuous employment.

Employees scheduled to work AT LEAST 35 hours/week or 70 hours/pay period	Employees scheduled to work 30-34 hours/ week or 60-69 hours/pay period
<b>Single: \$67.50</b>	<b>Single: \$82.50</b>
<b>Single + 1: \$318.61</b>	<b>Single + 1: \$343.61</b>
<b>Family: \$357.73</b>	<b>Family: \$382.73</b>

**Dental Insurance:** Delta Dental of Iowa. Effective after 3 months of continuous employment.

Employee only - \$21.59/month  
Employee + 1 dependent - \$44.07/month  
Family - \$78.65

**Life Insurance:** Equal to \$40,000 during employment. No premium cost to the employee.

**Voluntary Life Ins:** Up to 5 times annual salary. Premiums vary by age/coverage and are paid by the employee. Effective after 3 months of continuous employment. Spouse and dependent coverage available also.

**Long Term**

**Disability Insurance:** 60% of earnings when eligible.

**Retirement:** 401K with Community National Bank. 2% Non-elective contribution from EPI, then matching up to a total of 6% contributed by the agency. Contributions begin after age twenty-one, 12 months experience and 1,000 hours worked. Vesting begins at 2 years of employment and is full after 5 years of employment.

**Flex Benefits:** Voluntary participation in pre-tax payroll deduction for reimbursement for medical expenses including vision, dental care, and dependent care.

**Fitness:** Voluntary enrollment in membership with local health clubs at corporate membership rates.

**Auto Repair:** Vehicle repair services by Exceptional Persons, Inc. Transportation department at below competitive market prices.