

Exceptional Persons, Inc.

Benefits Summary

Rev. 4/11

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

Vacation: 10 days until 5th year of employment. 15 days until 10th year of employment. 20 days until 20th year, and 25 days thereafter. Eligible to use after 3 months of continuous employment.

Sick Days: Accruals total 9 days per year. Eligible to use after 3-month training period is complete.

Personal Days: 1 day the 1st year and 2 days per year up to year 5. 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
Single: \$67.50	Single: \$82.50
Single + 1: \$318.61	Single + 1: \$343.61
Family: \$357.73	Family: \$382.73

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/month

Life Insurance: Equal to \$25,000 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.

Retirement: 401k with Community National Bank
EPI contributes up to 6% of the employee's wages based on match. Contributions begin after age 21, 12 months of employment 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 available.

Auto Repair: Vehicle repair services by EPI's Transportation department at below competitive market prices.

Community Living Adult Base Pay Rates:

Supported Living Staff I	\$8.20 (no experience) \$8.45 (after 3-month training complete) \$9.45 (5 years experience)
Supported Living Staff II	\$9.10 (no experience) \$9.35 (after 3-month training complete) \$10.35 (5 years experience)
Direct Support (CLC)	\$10.50 (no experience) \$10.75 (after 3-month training complete) \$11.75 (5 years experience)