

Exceptional Persons, Inc.

Benefits Summary for Exempt Positions

Effective 5/08

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 first 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:** Wellmark Blue Cross/Blue Shield of Iowa. Effective after 3 months of continuous employment.
- Blue Choice-- Single- \$60/month
Employee + 1 dependent- \$295/month
Family- \$329/month
- 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.
- 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.