

BENEFITS OVERVIEW.



WHO IS ELIGIBLE

Full-Time Employees | Those who are hired on with the expectation of working, on average, at least 30 hours per week during their first twelve months of employment will be immediately available for benefits on the 1st of the month following 30 days of service.

Variable Hour Employees | Variable hour employees will be measured for 11 months starting with the hire date, initially, and annually thereafter from March 1st to February 28th of each year. Any variable hour employee whose hours were above the full-time threshold will be moved to full-time status, triggering a Qualifying Event and eligibility to enroll in the company plan for the duration of the next initial stability period.

DEPENDENTS

Many of the plans allow you to cover your eligible dependents, which include: Legally married spouse | Domestic Partner | Legally adopted children | Dependent children up to age 26 | Stepchildren | Dependent children of any age that are totally disabled due to a physical or mental handicap.



MEDICAL & PRESCRIPTIONS

Square One Concepts is proud to offer you 3 medical plans through Cigna, and a MEC medical plan through Reliance Standard. Coverage under all plans includes comprehensive medical care and prescription drug coverage covered through Cigna and Reliance Standard. The plans also offer many resources and tools to help you maintain a healthy lifestyle.

CIGNA PLANS: Plus Plan, Core Plan and HDHP Plan

NEW RELIANCE STANDARD PLAN: MEC Plan



HEALTH SAVINGS ACCOUNT

As a full-time employee, Square One Concepts offers a Health Savings Account (HSA) through HealthEquity. You must be enrolled in a qualified high deductible health plan to be eligible.



DENTAL INSURANCE

Square One Concepts is proud to offer you two plan options for dental coverage through Delta Dental.

DELTA DENTAL PLANS: Low Plan and High Plan



VISION INSURANCE

Vision coverage is offered through DeltaVision.



WELLNESS PROGRAM

You have the opportunity to earn incentives through Cigna's MotivateMe program. Employees on the medical plan can earn up to a maximum of \$75 annually in gift cards by completing a combination of the following healthy actions.



VOLUNTARY LIFE AND AD&D

Voluntary Life and AD&D insurance is available for you, your spouse, and dependent child(ren) through Guardian. If you elect coverage for yourself, you are eligible to elect coverage for your spouse or dependent child(ren) as well.



VOLUNTARY CRITICAL ILLNESS, ACCIDENT & HOSPITAL INDEMNITY

No matter who you are or what you do, we always take the chance of getting injured, diagnosed with a critical illness or require a hospitalization. Through Guardian, you receive money paid directly to you to help pay for the expenses of a covered accident or illness.



EMPLOYEE ASSISTANCE PROGRAM

Problems are just a part of everyday life. Square One and Cigna have teamed up to offer this additional benefit at no cost to you and your household members. You and your household members have access to 3 in-person sessions per event type.



WILL PREPARATION SERVICES

Square One Concepts offers Will Preparation Services through Guardian. This offers a range of services to help you communicate how you want to provide for your loved ones. For eligible members with voluntary term life plans, the service includes online planning documents, a resource library and access to professionals to help with issues.



ALLSTATE IDENTITY PROTECTION

As an employee of Square One Concepts, you have the opportunity to purchase Allstate Identity Protection through Allstate. Use this benefit to help protect you and your family from fraud.



DISCOUNT PET CARE PLAN

Our pets are part of the family, and we want to keep them healthy, happy, and safe. United Pet Care offers four different plans that can help cover vet bills for accidents, injuries, illnesses, genetic conditions, and emergency care for dogs and cats.



DINING DISCOUNTS & PERKS

Square One Concepts offers the following perks:

- Dining Discounts
- Corporate Shoe Program (Shoes for Crews and Skechers)
- GotZoom
- Office Depot Program
- Enterprise/National Car Rental
- Best Buy for Business
- Spoonful of Comfort