

WHARTON-SMITH BENEFITS

Wharton-Smith offers a wide range of benefits to all regular, full-time employees. For those benefits where the cost is shared, we offer the convenience of weekly payroll deductions, and some premiums may be deducted on a pre-tax basis.

Benefit programs are available once the prescribed waiting period has been completed.*

COMPANY PAID BENEFITS – Provided at **no cost** to our employees!

- **LIFE INSURANCE** – Basic Term Life, including Spouse and Dependents
- **AD&D** – Accidental Death and Dismemberment Insurance
- **LTD**- Long Term Disability Insurance (activates on the 181st day of disability)
- **EAP** – Employee Assistance Program – A variety of services for employees

COST SHARED BENEFITS – Employee portion of premium is pre-tax!

- **MEDICAL INSURANCE** – Choose the “PPO Network” or “Basic” Plan
 - Major medical, prescription coverage (pharmacy or mail order), vision discounts
- **DENTAL INSURANCE** – Traditional Plan with Orthodontia
 - Pays a percentage of “Reasonable and Customary” charges with any Dentist

EMPLOYEE PAID BENEFITS – Voluntary participation by eligible employees!

- **FLEXIBLE SPENDING ACCOUNTS**
 - Payroll deducted pre-tax “savings” accounts for approved Health Care and Dependent Care expenses (IRS Section 125)
- **CANCER INSURANCE** - Financial assistance for treatment
- **GROUP UNIVERSAL LIFE INSURANCE** – Portable life insurance
- **ACCIDENT INSURANCE** – Financial protection 24 hours a day
- **SHORT TERM DISABILITY** – Covers from the 15th to 180th day of disability
 - Available at 50% or 60% of weekly salary – benefits paid are tax free!

WHARTON-SMITH, INC. 401(k) PLAN

- After 90 days of continuous employment, all employees who have reached 21 years of age are eligible to enroll in the Wharton-Smith, Inc. 401(k) Retirement Savings Plan on the next quarterly enrollment date.
- The plan allows company matching contributions to be made on an annual basis with a competitive vesting schedule.
- Savings from qualified retirement plans can be rolled over into the Wharton-Smith plan prior to eligibility in the plan.
- There is no limit on pre-tax contributions by employees into the plan, which is managed and administered by Merrill Lynch.*

*Plans may vary according to employee classification

**Contributions are subject to IRS regulations

This is an overview of some of benefit programs offered by Wharton-Smith for employees who meet eligibility requirements and is provided here for illustration purposes only. Details and program specifics are contained in the plan documents (available from Human Resources) and will be provided upon the start of the employment relationship.

