



2024 Employee Benefit Program Employee Health, Life & PTO Benefits

The Rehab Industries team offers a wide variety of employee health, work/life balance, and pto benefits tailored to the unique needs of the employee. Recently we modified our employee benefits as a direct result of the feedback YOU provided. Take a look at the new benefits we're offering in 2024!



SCAN QR CODE FOR
PROGRAM DETAILS



Health & Employee Benefits

Rehab Industries will increase its employee health benefit contribution to support the ever-evolving needs of the employee and their families. Discover these new benefits below.

- ✓ **Medical Health Insurance**
 - 75% Company Contribution - Employee Only
 - 75% Company Contribution - EE + Child
 - 75% Company Contribution - EE + Spouse
 - 50% Company Contribution - Family
- ✓ **Dental** - 50% Company Contribution - Employee Only
- ✓ **Vision** - 100% Employee Contribution



Company Paid Time Off (PTO)

All PTO is accrued beginning January 1

- ✓ **3 weeks** (15 days) for all employees
- ✓ **4 weeks** (20 days) at 4 years
- ✓ **4 weeks** for all Managers who manage employees (beginning Jan 1 following anniversary)
- ✓ **7 paid company holidays**
- ✓ **1 floating holiday** picked by employee (Federal holiday not currently recognized by company; MLK, Presidents Day, etc. OR religious holiday of choice)
- ✓ **Volunteer PTO for non-profit 501 (c)3**
1 day of volunteer PTO per year (Building ramp, participating in event, etc.) - to be used in full day increment only
- ✓ **40-hour maximum carry over per year**



Health Savings Account

Up to \$1,000 contribution per year

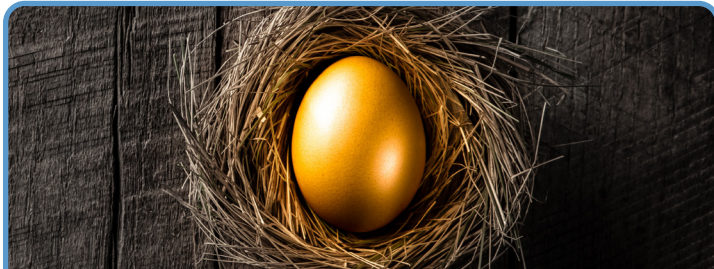
- ✓ **Wellness Participation - \$250 per quarter**
 - Earn up to \$250 per quarter by getting an annual physical or participating in one of six wellness challenges. You must set up an HSA account and complete a questionnaire detailing your wellness activities for the quarter.



Pet Insurance

Available for all employees

- ✓ **Company contributes 75% of premium** for any employee who did not elect health benefits coverage
- ✓ **Voluntary for all employees** on health benefits plan



Retirement 401K Matching

Rehab Industries is excited to announce new enhancements to the 401k plan! Take advantage of pre-tax or post-tax company matched contributions to maximize your retirement savings.

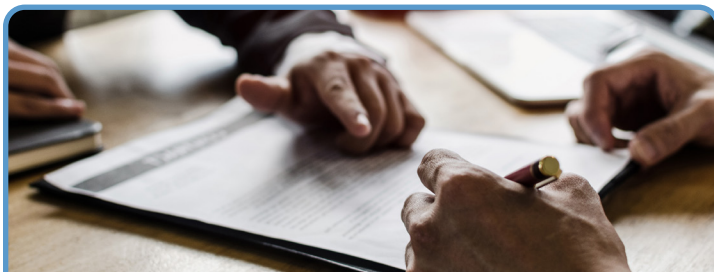
- ✓ **Powered by Fidelity Investments, we're offering employees a dollar-for-dollar match up to 4% annual compensation. Match calculated annually, subject to vesting schedule.**



Employee Life Insurance

Life and Accidental Death & Dismemberment (AD&D) insurance can help protect your loved ones financially by providing a death benefit (usually a tax-free payment) to your beneficiaries if you pass away. Life and voluntary life insurance is offered through Guardian.

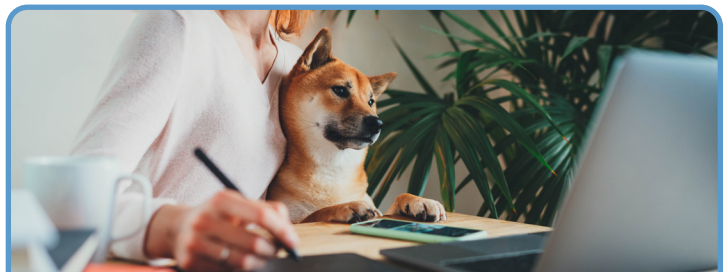
- ✓ **\$50,000 Death benefit for all employees**



Elective Benefits

We encourage employees to take care of themselves and their loved ones – now and in the future. At times, unfortunate events can take a toll on our employees and their families. We help team members through these tough times by providing the following programs.

- ✓ **Short Term Disability**
- ✓ **Voluntary Supplemental Life Insurance**



Flexible Work Schedule

Some departments offer an alternative to the traditional 40-hour, 9-5 work week. Flexible work arrangements provide employees with schedule flexibility, an option to work remotely, or the ability to choose an alternative work arrangement.

- ✓ **A flexible work schedule program for select job descriptions that allow for a flex schedule**