



## **EMPLOYEE BENEFITS OVERVIEW**

### **Effective 2025-2026**

ABS provides comprehensive benefits effective the 1<sup>st</sup> of the month following an employee's start date at no premium to employees.

#### **HEALTH INSURANCE – Managed through Blue Cross and Blue Shield of Michigan (BCBS)**

- A plan provided at no cost to the employee and dependents: Point of Service (POS) high-deductible plan with HSA
- Multiple buy-up (PPO) high-deductible plans including one PPO traditional plan option
- Preventative Care Services are covered at 100% with all plans

#### **VISION – Managed through UNUM**

- Provided at no cost to the employee and dependents
- Eye Exams every 12 months
- Lens, Frames, and Contact Lenses Benefits, with minimum co-pays

#### **DENTAL - Managed through UNUM**

- Provided at no cost to the employee and dependents
- 100% Preventive Benefits (Routine Exams, X-rays, Cleanings)
- 80% Basic Services (Fillings, Endodontics, Extractions)
- 50% Major Services including orthodontia (Crowns, Implants)

#### **RETIREMENT PLAN 401(k) – Managed through John Hancock**

- Company match of 4% (100% of the first 3% and 50% of the next 2%)
- Safe Harbor plan with Immediate Vesting
- Pre-tax and Roth contribution options

#### **FLEXIBLE SPENDING ACCOUNT (FSA) – Managed through Isolved**

- Health FSA – pay out-of-pocket medical, dental, vision, and prescription expenses
- Maximum Health FSA for 2025: \$3,300 (\$660 max rollover to 2026)
- Dependent Care FSA – pay for daycare expenses.
- Dependent Care FSA contribution limit for 2025: \$5,000 (contributions cannot be rolled over to 2026)
- Limited Purpose Health FSA – HSA participants are eligible for medical expenses after HSA deductible is met and for dental expenses

#### **HEALTH SAVINGS ACCOUNT (HSA) – Managed through Health Equity**

- Available in conjunction with a high-deductible medical health plan
- Pre-tax savings of \$4,300 per year for an individual and \$8,550 per family
- Not subject to a roll-over limit
- Payroll deduction
- Long-term savings for current and future medical, dental, and vision expenses
- Eligible for investment (like a 401k)
- Able to be used after age 65 for medical expenses

**Benefits are available to all full-time employees. Part-time employee benefits may be reduced or pro-rated based on hours worked. This is a summary only. For specific details on all benefit plans, please see the summary plan descriptions or applicable company policy.**



## **LIFE INSURANCE & ACCIDENTAL DEATH AND DISBURSEMENT (AD&D) INSURANCE –**

Managed through UNUM

- Two (2) times the employee's annual salary to the maximum amount of \$400,000
- 100% company paid for the employee

## **SHORT-TERM AND LONG-TERM DISABILITY INSURANCE –** Managed through UNUM

- Income replacement in the event of injury or illness
- Short-Term disability benefit - 60% of weekly salary to the maximum amount of \$2,500
- Long-Term disability benefit – 60% of monthly salary to the maximum amount of \$10,000
- 100% company paid for the employee

## **VOLUNTARY SUPPLEMENTAL BENEFITS –**

- UNUM Supplemental Employee Life (Additional Life Insurance for Employee)
- UNUM Supplemental Spouse Life (Additional Life Insurance for Spouse)
- UNUM Supplemental Child Life (Additional Life Insurance for Children)
- UNUM Critical Illness (Benefit for Employee, Spouse, and Children)
- UNUM Accident Insurance (Benefit for Employee, Spouse, and Children)
- Payroll deduction

## **VOLUNTARY PERSONALIZED PROTECTION PROGRAM –**

- Top rated insurance products with cost saving discounts
- Benefits customized to your insurance needs (Auto, Home, Renters, Pet, Legal, Travel)
- Direct vendor payments

## **TIME OFF BENEFITS**

- **PAID TIME OFF (PTO) – Includes Paid Sick Time**
  - New hires – pro-rated
  - 1 – 3 years of service – 4 weeks (160 hours)
  - 4 – 5 years of service – 5 weeks (200 hours)
  - 6 – 9 years of service – 6 weeks (240 hours)
  - 10+ years of service – 7 weeks (280 hours)
- **HOLIDAYS –** 15 company-paid holidays
- **PATERNITY LEAVE –** 2 weeks company-paid

## **ADDITIONAL BENEFITS**

### **EMPLOYEE ASSISTANCE PROGRAM (EAP) –** Managed through UNUM

- Employee Assistance Program (EAP) provides employees and their eligible family members voluntary, confidential, and professional counseling outside the workplace for personal troubles

### **EDUCATIONAL REIMBURSEMENT**

- ABS reimburses costs for continued education
- Accredited Certifications: Up to \$2,000 annually
- Undergraduate Degree (Bachelor's or Associate's): Up to \$5,250 annually
- Graduate Degree (Master's or Doctorate Program): Up to \$8,000 annually, with amount over the IRS limit being considered taxable and added as income to an employee's W-2

### **EMPLOYEE REFERRAL PROGRAM**

- Referral bonus options of \$1000 or \$500 for eligible positions

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