



## **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 plans 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 – HAS participants are eligible for medical expenses after HAS 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

#### **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

**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.**



#### **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 SUPPLEMENT 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) - Vacation**
  - New hires – pro-rated
  - 1 year – 3 weeks (120 hours)
  - 4 years – 4 weeks (160 hours)
  - 6 years – 5 weeks (200 hours)
  - 10+ years – 6 weeks (240 hours)
- **EARNED SICK TIME – ESTA**
  - Employees earn up to seventy-two (72) hours per year of sick time calculated on an accrual basis. Accrual of one (1) hour of paid sick time for every thirty (30) hours worked. Employees hired after February 21, 2025, are subject to a 120-day waiting period after commencing employment to begin using their accrued time
- **HOLIDAYS – 15 company-paid holidays**
- **PATERNITY LEAVE – 2 weeks company-paid**
- **SUPPLEMENTAL DISABILITY PAY**

#### **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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