

# Employee Benefits

- Flexible hours
- Paid Training
- Early Wage Access
- Recruitment Bonus
- Competitive Wages
- No mandated shifts
- Lifemart Employee Discounts
- Employee Appreciation Program

## 401k Retirement Plan

All employees over the age of 18 are eligible to enroll and participate in the Trillium 401k and Roth retirement plans.

Safe Harbor company match contribution:

- Eligible after 1 year and 1000 hours of employment
- Trillium matches 100% of employees first 3% and 50% of employee's contributions between 3%-5%
- Maximum Safe Harbor employer match is 4%

## Paid Time Off



### Earned Safe and Sick Time "ESST"

All employees are eligible to accrue up to 48 hours per year of earned safe and sick time.



### Paid Vacation "PTO"

Full-time employees receive 80 hours of paid vacation during their first year of employment.



### Paid Family and Medical Leave "PFML"

Eligible employees qualify for up to 20 weeks of paid family leave or personal medical leave.



### Holiday Pay

Time and one-half for hours worked, up to 10 hours.

- New Year's Day
- Easter Sunday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

## Medical & Dental

### Essentia \$4500-75% HSA\*

- Employee: \$173.21 per pay period
  - Employee plus one: \$708.63 per pay period
  - Employee plus family: \$1246.29 per pay period
- Trillium contributes \$630.00 per month*

### Passport \$4500-75% HSA\*

- Employee: \$295.27 per pay period
  - Employee plus one: \$964.53 per pay period
  - Employee plus family: \$1636.62 per pay period
- Trillium contributes \$630.00 per month*

### Essentia \$2500-\$35-75%

- Employee: \$227.62 per pay period
  - Employee plus one: \$822.71 per pay period
  - Employee plus family: \$1420.30 per pay period
- Trillium contributes \$630.00 per month*

### Passport \$2500-\$35-75%

- Employee: \$363.28 per pay period
  - Employee plus one: \$1107.14 per pay period
  - Employee plus family: \$1854.12 per pay period
- Trillium contributes \$630.00 per month*

### Health Partners Dental

- Employee: \$22.24 per pay period
- Employee plus one: \$44.22 per pay period
- Employee plus family: \$66.68 per pay period

\*Trillium deposits \$435 per quarter into your HSA (Healthcare Savings Account) for a total of \$1740 per year.

