

I.K. HOFMANN USA, Inc.

Global Experience. Local Talent.

Employee Benefits Highlights:



I.K. Hofmann USA, Inc. values the contributions of our employees. In appreciation of their dedicated service, we are pleased to offer the following benefits program. This Benefits Highlight is intended to provide a high-level description of these benefits and some benefits may not be available to all employees.

MEDICAL COVERAGE OPTIONS

MINIMUM ESSENTIAL COVERAGE (MEC) PLAN

- 100% coverage of the Centers for Medicare and Medicaid Services listed Preventive and Wellness benefits.

FIXED INDEMNITY BENEFITS

- 100% coverage of the Centers for Medicare and Medicaid Services listed Preventive and Wellness benefits.
- First dollar coverage for Doctor Office Visits, Diagnostic X-Rays and Lab Work, Hospital Stays and Surgical Procedures
- Key features include no deductibles, copays, pre-existing condition limitations, waiting periods and more
- Prescription Drug discounts via Value Rx
- National PPO Network, First Health
- Provides 24/7 access to doctors by phone via Teladoc

FREESTANDING COVERAGE OPTIONS

Dental Benefit

- Preventative and Diagnostic covered at 100%
- Basic Treatments Covered at 60%
- No Waiting period on Preventative & Basic

- Major treatments covered at 50% - 12 mos waiting period

Vision Coverage

- Annual eye exams covered in full through Network with low deductible
- Some lenses covered in full through network with low deductible

Short-Term Disability

- \$150 Weekly Benefit
- 26 weeks Maximum Benefit Period
- 7 days waiting period

Accident, Critical Illness, and Life Insurance Package

- Lump Sum cash benefit \$1000 per occurrence
- Critical Illness Benefit or EE/spouse /child(ren)
- EE Life/ADD Insurance
- Dependent Life Insurance options

401-K

Plan Eligibility

Employees may take advantage of this employee benefit as soon as they have met the plan's age and service eligibility requirements.

- 21 years of age on the next plan entry date.
- Must have completed 250 hours in 3 months of service by the next plan entry date.

*Employees on short-term projects ineligible



401-K Continued

Contributions:

- Pre-Tax: 1% to 90%
- Roth 401(k): 1% to 90%
- Total maximum: 90%

Catch-Up Contribution:

Employees over 50 years of age, may also make a catch-up contribution in excess of Internal Revenue Code or plan limits. For 2020 & 2021, employees may contribute an additional \$6,500 to the retirement plan.

Vesting:

Contributions and any amounts rolled into the plan, adjusted for gains and losses, are always vested 100%.

Attendance Rewards:

- \$25 Bonus after successful completion of first 40 hours without attendance issues.
- \$160 Bonus after successful completion of 45-days without attendance issues.

*Not available at all locations

Star Performers and Holidays

- Star Performers may qualify monthly for a gift card valued up to \$100.
- Anniversary and Birthday recognition
- Holiday Celebrations or Events to offer goodies, treats, or seasonal support such as food donations and toy drives.

*Not available at all locations

LifeMart Employee Discount Program

Give your budget a boost and bank big savings on major brands and everyday needs. LifeMart is your employer's way of saying thanks for your hard work and helping you keep more of your paycheck.

Access LifeMart anywhere, anytime, on any device. It's the fast and easy way to:

- Save money on everything from computers to car rentals, gifts to groceries, electronics to entertainment,
- Shop as often as you like: the more you shop, the more you save—no limit! and much more.
- Have fun discovering exclusive new deals on the brands you love—offers are updated regularly.
- Save time with instant, one-stop shopping—no need to run out to the store or search the web.

Plus, you can access LifeMart discounts with the LifeMart app. Available in the Google Play Store and iTunes Store.

* Pre-registration is required.

Referral Program

If you introduce someone to us that meets our referral program terms, they'll get \$50, and you'll get \$50, too. You can even make up to \$250 if certain requirements are met for direct hire referrals. Your eligible referral must have completed at least 80 working hours within the first 30 days of assignment (does not include PTO, sick time, etc..)

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