



EMPLOYEE BENEFITS MATRIX

Blytheco LLC employees become benefit eligible after the completion of the qualifying period and first of the month following date of hire. Qualifying period defined as one month (i.e. 28 days for months with 28 days, 29 days for months with 29 days, 30 days for months with 30 days, and 31 days for months with 31 days).

BENEFITS TYPE:	Full (40 hrs)	Part-time 1 (30-39 hrs)	Part-time 2 (<29 hrs)
Medical: Blue Cross (HMO, PPO and HSA plans available). Chiropractic coverage is included in all medical plans.	Employer pays 80% of EE monthly \$ / 15% of Dependent amount towards insurance premiums (depending on employee coverage type – could be more)	Employer pays 60% of EE monthly \$ / 15% of Dependent amount towards insurance premiums (depending on employee coverage type)	None
Dental: Principal (DHMO, PPO Plan 1500 and PPO Plan 2000)	Voluntary Plan	Voluntary Plan	None
Vision: BlueCross (BlueView)	Voluntary plan	Voluntary plan	None
Principal Life Insurance - \$25,000	100% Employer Paid Plan	100% employer paid plan	None
Principal Voluntary Term Life Insurance	Voluntary Plan	Voluntary plan	None
Principal Long Term Disability (LTD) Insurance	100 % Employer Paid Plan	100 %employer paid plan	None
Business Travel / Accident Insurance	Yes	Yes	None
Short Term Disability Insurance (SDI)	Yes	Yes	None
401(k) Plan (Quarterly Open Enrollment) Eligibility to participate is 6 months post hire.	ER Match Eliminated Until Further Notice	ER Match Eliminated Until Further Notice	None
Paid Time Off (PTO) Dependent upon years of service	15 Days Accrued Annually	15 Days Accrued Annually at 60% of regular pay rate	None
Company Paid “Core” Holidays	8 Days Annually	8 Days Annually at 60% of regular pay rate	None
Educational Assistance	Up To \$500 Annually	\$300 Annually	None
Section 125 (allows premium deductions pre-tax)	Yes	Yes	None
Jury or Subpoenaed Witness Duty	Employer pays 50% of daily pay (up to 8 hours per day, up to 5 working days annually).	None	None
Bereavement (Company paid)	Up To 3 days	Up to 3 days at 60% of regular pay rate (if days fall scheduled work days)	None
Time Off To Vote (Company paid if unable to vote outside of work hours – advance notice required)	Up To 2 hours	Up to 2 hours	Up to 2 hours
Pregnancy Disability Leave	Unpaid – up to 4 months	Unpaid – up to 4 months (if applicable)	Unpaid – up to 4 months (if applicable)
Military Leave	Unpaid	Unpaid	Unpaid
Emergency Duty as Fire Fighter	Unpaid	Unpaid	Unpaid
School Activities Time Off	Unpaid – up to 40 hrs	Unpaid – up to 40 hours	Unpaid – up to 40 hours
Unemployment Insurance	Yes	Yes	Yes
COBRA Availability	Yes	Yes	Yes
Social Security	Yes	Yes	Yes
Workers’ Compensation	Yes	Yes	Yes