

<b>Benefits</b>	<b>Who is Eligible</b>	<b>Criteria for Eligibility</b>	<b>Cost to Rauch or Employee</b>
<b>Health Insurance</b>	Employees working 30+ hours a week	First of the month after a 90 day waiting period	Rauch, Inc. contributes a significant amount to all plans (employee only, employee/child, employee/spouse and family); employee contribution depends on the plan chosen
<b>Dental Insurance</b>	Employees working 30+ hours a week	First of the month after a 90 day waiting period	100% cost to employee
<b>Vision Insurance</b>	Employees working 30+ hours a week	First of the month after a 90 day waiting period	100% cost to employee
<b>Life Insurance (Group)</b>	Employees working 30+ hours a week (amount equals the annual salary of the employee)	First of the month after a 90 day waiting period	100% for all eligible employees; additional coverage is 100% cost to employee
<b>401K Savings Plan</b>	Employees working 30+ hours a week	1,000 work hours, and 21 years of age or older	Employee contribution; Occasional Rauch, Inc. contribution
<b>EAP</b>	All employees	Eligible at time of employment	100% cost to Rauch, Inc.
<b>Worker' Comp</b>	All employees	Eligible at time of employment	100% cost to Rauch, Inc.
<b>Vacation Days</b>	Employees working 30+ hours a week	After completing the first 90 days of employment	Employees accrue vacation time each pay period based on their years of services; Vacation hours do not roll over year to year
<b>Short Term Disability</b>	Employees working 30+ hours a week	Eligible to enroll the First of the month after a 90 day waiting period	45% paid by Rauch, Inc.; 55% paid by employee
<b>Long Term Disability</b>	Employees working 30+ hours a week	Eligible to enroll the First of the month after a 90 day waiting period	100% paid by employee
<b>Personal Days</b>	Employees working 30+ hours a week	After completing the first 90 days of employment	Employees can earn up to 32 hours a year, based on their hire date; Personal hours do not roll over year to year
<b>Holidays</b>	Employees working 30+ hours a week	No waiting period; non-exempt employees paid only if holiday was worked	Non-exempt employees will be Holiday pay plus wages at their straight-time rate
<b>Mileage Reimbursement</b>	All employees	Eligible at time of employment with proper documentation	Rauch reimbursement to employees for use of personal vehicles during work hours for work-related activities
<b>Flex Spending Plan</b>	Employees working 30+ hours a week	First of the month after a 90 day waiting period	100% cost to employee

***\*Mandatory Direct Deposit for all employees***