

EMPLOYEE BENEFIT OPTIONS

This is a brief description of VSON's benefits for eligible employees, which begins the first of the month following your first day of work. For additional information, please contact Human Resources.

| BENEFIT | DESCRIPTION |
|--------------------------------------|--|
| Medical Insurance | Aetna/Meritain – PPO Plan <ul style="list-style-type: none"> ▪ \$1000/\$2000 deductible ▪ \$4000/\$8000 out of pocket max Aetna/Meritain – HDHP <ul style="list-style-type: none"> ▪ \$2500/\$5000 deductible ▪ \$4000/\$8000 out of pocket max ▪ \$1000/\$2000 employer HSA contribution |
| Dental Insurance | Lincoln Financial <ul style="list-style-type: none"> ▪ \$1500 annual maximum per person ▪ Preventative and basic care 100% covered |
| Vision Insurance | Lincoln Financial <ul style="list-style-type: none"> ▪ \$10 deductible in network ▪ Lenses 100% covered ▪ Contact lenses covered up to \$125 |
| Group Life/AD&D Insurance | <ul style="list-style-type: none"> ▪ \$35,000 Life Insurance Policy ▪ \$35,000 Accidental Death & Dismemberment ▪ NO COST TO EMPLOYEE |
| Voluntary Life Insurance | <ul style="list-style-type: none"> ▪ Optional life insurance available at employee's cost |
| Short Term Disability | <ul style="list-style-type: none"> ▪ Employer paid benefit of 60% of Total Weekly Earnings to a weekly maximum of \$1,500 for a maximum of 13 weeks |

EMPLOYEE BENEFIT OPTIONS | CONTINUED

| BENEFIT | DESCRIPTION |
|------------------------------------|---|
| Long Term Disability | <ul style="list-style-type: none"> Employer paid benefit for 60% of your monthly salary, up to \$6000 a month |
| Voluntary Accident Coverage | <ul style="list-style-type: none"> Employee paid benefit that pays a fixed dollar amount for accidental injuries, wellness exams, or physical therapy appointments |
| Employee Assistance Program | <ul style="list-style-type: none"> 2 separate EAPS for employees to access f or support for a variety of support |
| Paid Holidays | <ul style="list-style-type: none"> 6 paid holidays annually |
| Continuing Education Funds | <ul style="list-style-type: none"> Funds available for employees to pursue continuing education, up to \$2,500 per year |
| Medallion Program | <ul style="list-style-type: none"> Free program that allows employees to receive discounts or ski passes for various places or resorts in Eagle or Summit counties |
| ExpertVoice | <ul style="list-style-type: none"> Discount program for employees for major brand names |