










Geater Machining & Manufacturing, Co.

BENEFITS SUMMARY SHEET

BENEFIT	DESCRIPTION
<p>Medical Insurance Wellmark Blue Cross Blue Shield of Iowa</p> 	<p>Enjoy peace of mind with our robust medical insurance, ensuring you and your family have access to quality healthcare when you need it most.</p> <p>HDHP Blue Choice (IA only, POS) \$1,600/\$3,200 non-embedded deductible \$1,600/\$3,200 out-of-pocket maximum</p> <p>HDHP Alliance Select (Nationwide w/HSA) \$3,500/\$6,850 embedded deductible \$3,500/\$6850 out-of-pocket maximum</p> <p>HDHP Blue Choice (IA only with POS) \$3,500/\$6,850 embedded deductible \$3,500/\$6,850 out-of-pocket maximum</p>
<p>Dental Insurance Delta Dental of Iowa</p> 	<p>Maintain your oral health with our dental coverage, offering a range of services to keep your smile bright and healthy. Delta Dental of Iowa provides \$2000 annual maximum per person.</p>
<p>Vision Insurance VSP Vision Coverage</p> 	<p>Our vision benefits support your eye health, providing coverage for regular check-ups, eyeglasses, safety glasses, and contact lenses.</p>
<p>Group Life/AD&D Insurance</p> 	<p>Company paid group life of \$15,000 for all active full-time employees</p> <p>Spouse Coverage of \$5,000 and Dependent coverage of \$2,500 also provided</p>
<p>Voluntary Life Insurance</p> 	<p>Optional life insurance available at employee's cost</p>
<p>Short Term Disability</p> 	<p>Life is unpredictable, we've got you covered. Our short-term disability coverage ensures financial support during unexpected periods of illness or injury. Company paid benefit of 60% of Total Weekly Earnings to a Weekly Maximum of \$1,000 beginning on the 8th day of injury/sickness</p>
<p>Long Term Disability</p> 	<p>Looking out for your long-term well-being, our comprehensive disability coverage provides financial protection if you face an extended absence from work due to a qualifying disability. Company paid benefit of 60% of Salary up to \$10,000 per month</p>



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Dependent Care Flexible Spending



Pre-tax payroll deduction for dependent care expenses

Voluntary Accident/Critical Illness Coverage



Optional Accident and Critical Illness coverage

Paid Time Off (PTO)



We understand the importance of work-life balance. Enjoy the flexibility to recharge and spend quality time with family and friends through our **NEW** and improved generous PTO policy.

Holidays



There are 8 paid holidays per year

401k Plan



Employees may contribute 1% to 100% of gross salary on a pre-tax basis up to the annual IRS maximum

Employee contributions and earnings are 100% vested

401k Match



Company matches 401k employee contribution after 1 year of employment

100% on the first 3% contributed, 50% of the next 2% contributed

Educational Assistance Program



Reimbursement for degree programs of up to \$8,000 annually

Employee Assistance Program



24/7 Confidential service provides assessment, counseling, resources, and referrals for a variety of issues

First Stop Health



Free, no cost to you. Talk with a doctor or counselor 24/7. For all benefit eligible employees and their family

Wellness Center



Stay fit and healthy with exclusive access to our 24/7 wellness center which includes bathrooms with showers for all employees at their convenience. We believe a healthy body contributes to a healthy mind.