



BOB SIGHT

2022 Benefits-at-a-Glance

Bob Sight Ford/KIA offers a comprehensive and flexible benefits program that enables you to create a personalized package for you and your family. Below is a brief overview of the benefit plans and other employee resources that are available if you become an employee at Bob Sight Ford/KIA.

Who's Eligible?

Full-time employees averaging at least 30 hours a week are eligible to participate in the Company benefits program. All benefits become effective the first of the month following 60 days of employment.

You may also choose to cover your legally married spouse and dependent children under age 26 if they meet all eligibility requirements.

Overview of Benefits Offered

Medical/Rx - Three Aetna Medical PPO Plans to choose from, no referral is required for specialty care. Employees have the option of a \$500, \$2,000, or \$5,000 deductible. Prescription drug coverage through CVS/Caremark is included with each plan option.

Dental - Two Dental Plans to choose from, coverage provided through MetLife and offers in and out-of-network benefits for your dental services.

Vision - Vision Insurance through MetLife with in and out-of-network benefits for your vision services.

Voluntary Life/AD&D Insurance - You have the option to purchase, at reduced group rates, additional voluntary life/AD&D insurance for yourself, spouse, and dependent child(ren). Guaranteed issue amounts are available to new hires with no medical questions required.

Voluntary Short-Term Disability - Employee-paid benefit covering up to 60% of your weekly earnings. Max. \$1,000 per week. Benefits begin after a 7-day elimination period and may continue for up to 26 weeks.

Voluntary Long-Term Disability - Employee-paid benefit covering up to 60% of your pre-disability monthly earnings. Max. of \$5,000 per month after a 180-day elimination period.

Basic Life/AD&D Insurance - Company paid benefit up to \$40,000 depending on employee class.

Worksite - Employee-paid accident, critical illness, and hospital indemnity plans are offered to all eligible employees as a low-cost solution to protect against unexpected medical needs.

My Benefits Work - My Benefits Work is a free service provided to all employees and dependents enrolled in one of our medical plans. My Benefits Work provides tools and discounts for medical and pharmacy services, health advocacy, and telehealth all at no cost.

Paid Time Off (PTO) - Bob Sight Ford/KIA believes that employees should have opportunities to enjoy time away from work to help balance their lives. Eligible employees will be granted 24 hours (3 days) of PTO to use within a calendar year. PTO resets to 24-hours at the beginning of each year. In order to be eligible, employees must be paid hourly, be considered full time (30+ hours per week) and have worked a minimum of 90 days of continuous employment.

Paid Holidays - New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas Day. To be eligible for holiday pay, employees must have completed 90 days of continuous employment and must work an average of 30 hours or more per week.