

Reed Family Companies Benefits

Medical Benefit Options - (Shown in Weekly Deductions)

	CIGNA H/S/A LOCAL PLUS	CIGNA H/S/A OAP	CIGNA HRA LOCAL	CIGNA HRA OAP	KAISER HMO
EMPLOYEE ONLY	\$10.00	\$25.50	\$25.50	\$100.00	\$10.00
EMPLOYEE & SPOUSE	\$66.00	\$116.00	\$116.00	\$208.00	\$66.00
EMPLOYEE & CHILDREN	\$57.00	\$100.00	\$100.00	\$192.00	\$57.00
EMPLOYEE & FAMILY	\$99.00	\$166.00	\$166.00	\$280.00	\$99.00

- RFC provides HRA Contributions for Kaiser members in the amount of \$4,000 for Employee Only and \$8,000 for family.
- RFC provides HRA Contributions for Cigna HRA member in the amount of \$1500 for employee and \$3000 for family.
- RFC provides HSA Contributions for Cigna H/S/A member in the amount of \$1500/\$1800 for employee and \$2,700 for family.

Dental & Vision - (Shown in Weekly Deductions)

	CIGNA DENTAL PPO	CIGNA VISION PPO
EMPLOYEE ONLY	\$4.25	\$0
EMPLOYEE & SPOUSE	\$10.90	\$0.90
EMPLOYEE & CHILDREN	\$14.95	\$1.05
EMPLOYEE & FAMILY	\$22.30	\$2.20

	SUNLIFE VOLUNTARY ACCIDENT	ACCIDENT LOW	ACCIDENT HIGH
EMPLOYEE ONLY	\$3.70	\$3.08	\$5.45
EMPLOYEE & SPOUSE	\$5.97	\$6.45	\$11.48
EMPLOYEE & CHILDREN	\$6.74	\$5.22	\$9.18
EMPLOYEE & FAMILY	\$9.02	\$8.60	\$15.21

- Free Employee Life Insurance & Dependent Life Coverage
- Free Long Term Disability
- Holidays – 8 annual
 - (New Year's, President's, Memorial, Independence, Labor, Thanksgiving, Day after Thanksgiving, Christmas Day)
- PTO – 3 weeks (120 hr) accrual per year, can't use until 30th day. At 10 yrs increase to 4-week (160 hr) accrual per year.
- Boot Reimbursement - \$100 annual
- 401(k) – Employer provides 6%. 3% vests immediately, additional 3% vests after 2 years.
- Annual Discretionary Bonuses – Delivered May 2025 - \$500 each EE (2024 was \$200)
- Driver Safety Recognition & Recognition Drawings