

F&G[®] 2020

Benefits Overview



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Health & Well-being

Medical plan through UnitedHealthcare

- PPO plan
- HDHP + HSA Plan (with F&G contribution)

Health care advocacy & employee assistance program

Vision

Dental

Flexible spending accounts

Health care & dependent care

Paid new parent leave (for both parents)

Short-term & long-term disability

Basic & voluntary life insurance & AD&D

Lifestyle

Community involvement

- Matching charitable donations up to \$1,000 per year
- Two volunteer days per year

Paid time off

Years of service	Annual amount
0-4 years	20 days
5-9 years	22 days
10-14 years	25 days
15-19 years	27 days
20+ years	33 days

11 paid company holidays

Discounted wellness programs

Company paid parking

Adoption assistance

Summer hours

- Early dismissal 2:00 PM each Friday
- Effective Memorial Day - Labor Day

Retirement & Compensation

401k Plan

- 100% match up to 5% of pay
- Pre-tax & Roth deferrals
- Employer match with immediate vesting
- Annual discretionary employer contribution

Competitive base salary

Merit increase

Employee incentive plan

Employee stock purchase program

Development

Education assistance (up to \$5,250 per year)

Professional development opportunities

LOMA coursework

Leadership development programs