

# Benefits at a Glance 2022

newwave

Benefit	NewWave Provides	Summary
* PAID TIME OFF (PTO)	80 Hours of PTO carryover	PTO is used for scheduled/unscheduled absences to include personal sickness. First calendar year new hires receive a prorated amount; employees 30-39 hours per week accrue on a prorated basis; ≤3 years (15 PTO days); 3-10 years (20 PTO days); >10 (25 PTO days).
* HOLIDAYS	8 Holidays per calendar year	NewWave observes eight (8) core holidays. Three (3) additional "Wellness" days can be used as 'leave' for mental health/wellness or for a federal government holiday that NewWave does not currently observe.
MEDICAL INSURANCE	75%	All eligible employees may select medical coverage through UnitedHealthcare. Options include: Choice Plan (HRA eligible), Choice Plus (HRA eligible), and Traditional PPO.
DENTAL INSURANCE	50%	Employees enrolled in the dental plan through Ameritas must use a participating dentist. Employees pay a specified fee for each dental service provided.
VISION INSURANCE	50%	Annual Eye Exam: no Copay, frames within VSP or EyeMed network: no Copay up to \$130, up to \$100 allowance toward non-VSP/EyeMed collection; standard lenses (single vision, bi-focal, tri-focal): no Copay or up to \$210 allowance toward Non-VSP/EyeMed contact lenses.
SHORT-TERM DISABILITY (STD)	100%	60% of weekly earnings; max \$2,000 weekly; benefit period 12 weeks.
LONG-TERM DISABILITY (LTD)	100%	60% of monthly earnings; max \$6,000 monthly; benefit period varies.
BASIC TERM LIFE and AD&D	100%	1X annual earnings to a max of \$200,000. Full Guarantee Issue. Employees can purchase additional coverage.
401(K) PLAN	4% Safe Harbor Match	Full-time employees may contribute to the 401k plan (pre-tax and Roth available) on their date of hire. Employees 18 years of age and older with 500 hours of service in their first six (6) months of employment may enroll in the plan. Employees must contribute a minimum of 5% to receive the full 4% match at (six) 6 months of employment.
* TUTORSHIP REIMBURSEMENT	\$4,000 per year	NewWave provides tuition reimbursement and professional development opportunities to employees seeking higher education degrees and/or other educational programs related to the duties of their positions.
* PROFESSIONAL DEVELOPMENT	\$1,500 per year	
MISCELLANEOUS SERVICES		LinkedIn Learning license, monthly Remote Work Stipend, Wellbeing Allowance, discounts via ADP LifeMart, Employee Assistance Program (for assistance with items such as finding a childcare provider or doctor), Rally (via UnitedHealth for health and wellness).

Benefits are effective the first of the month following your date of hire. (Please note: If you are hired on the 1st day of the month, your benefits will be effective immediately.) You may also enroll or make changes annually during the designated open enrollment which occurs in April of each year or in the event you experience a qualifying life event. Some benefits are subject to change with or without prior notice.

(\* Indicates **annual** benefits.

Medical, Dental, Vision, STD/LTD, Life AD&D are reinstated with each benefit plan year.