

We are pleased to provide you with this summary of Zeus' team member benefits program. The objective of our program is to provide team members and their families with outstanding coverage and protection while providing choice.



MEDICAL

Zeus offers three medical plans through BlueCross BlueShield which are summarized below.

Benefits	Base Plan	Buy-Up Plan	HDHP
	In-Network	In-Network	In-Network
Deductible (Individual/Family)	\$225/\$675	\$200/\$400	\$1,600/\$3,200
Out of Pocket Maximum	\$2,725/8,175	\$1,500/\$3,000	\$3,200/\$6,400
Coinsurance	80%	100%	Deductible, then 80%
Office Visit Copays (Primary/Specialist)	\$20/\$40	\$20/\$20	Deductible, then \$20/ Deductible, then \$20
Telemedicine through Blue CareOnDemand	\$0	\$0	Varies - based on visit type
Emergency Room	\$100	\$100	Deductible, then \$100 copay
Retail Pharmacy (Generic/Formulary/Non-Formulary)	\$10/\$30/\$50	\$10/\$30/\$50	80% after deductible/80% after deductible/80% after deductible
Weekly Contributions	Base Plan	Buy-Up Plan	HDHP
Individual	\$0	\$17.49/wk.	\$7.21/wk.
Individual + Spouse	\$0	\$37.62/wk.	\$15.51/wk.
Individual + Child(ren)	\$0	\$32.53/wk.	\$13.41/wk.
Family	\$0	\$59.47/wk.	\$24.52/wk.

ONSITE MEDICAL CLINIC

In addition to our medical plan, we also offer on-site medical care and health risk assessments through our partnership with HealthStat at no cost to team members on our base or buy up plans. For individuals on the HDHP with HSA plan, there will be a \$30 consultation fee for non-preventative services. Onsite clinic services include non-preventive visits for cold/flu, ear infections, rashes, etc. In addition, the clinic offers preventive visits that include lifestyle coaching, physicals, screenings and disease management.



DENTAL

Zeus offers two options through Delta Dental. These plans are summarized below.

Benefits	PPO	PPO + Premier
	In-Network	In-Network
Deductible (Individual/Family)	\$50/\$150	\$50/\$150
Annual Maximum	\$2,000	\$1,500
Orthodontic Lifetime Maximum	\$2,500	\$2,500
Coinsurance/Copay		
❖ Preventive/Diagnostic	100%	100%
❖ Basic	80%	80%
❖ Major	60%	60%
❖ Orthodontic	50%	50%
Weekly Contributions	PPO	PPO + Premier
Individual	\$0	\$0
Individual + Spouse	\$0	\$0
Individual + Child(ren)	\$0	\$0
Family	\$0	\$0



VISION

Zeus offers a vision plan through Superior Vision. This plan is summarized below.

Benefits	Vision Plan
	In-Network
Exam (1 per calendar year)	Covered in full after \$10 copay
Frames (1 per two calendar years)	\$130 retail allowance after \$25 materials copay
Lenses (1 per calendar year)	Covered in full after \$25 materials copay (additional fee applies for progressive lenses)
Contact Lenses (1 allowance per calendar year)	\$130 retail allowance after \$25 materials copay
Weekly Contributions	PPO
Individual	\$1.24/wk
Individual + Spouse	\$2.47/wk
Individual + Child(ren)	\$2.79/wk
Family	\$4.31/wk



RETIREMENT PLAN

Zeus offers a 401(K). This plan features:

- Zeus match of 50% on the first 6% of compensation you contribute
- A 3-year vesting period
- Automatic enrollment at a pre-tax deferral rate of 6%
- Automatic increase option
- On-Site visits during work time with certified Lincoln Financial Retirement Consultants



EMPLOYEE ASSISTANCE PROGRAM (EAP)

Zeus offers an EAP through Quantum that provides free confidential counseling services to team members and their dependents who may be experiencing challenges including emotional, family, marital, financial, substance abuse and legal.



PAID TIME OFF

Zeus offers a robust Paid Time Off benefit that includes vacation (based on tenure) and 10 paid holidays.



LIFE AND AD&D

Zeus offers basic life and AD&D insurance of 1.5 times your annual salary as a company paid benefit through Prudential. Supplemental life insurance is also available to you, your spouse and your child(ren) for an additional cost to you.



FSA AND HSA OPTIONS

Zeus offers Flexible Spending Account (FSA) and Health Savings Account (HSA) options which allow you to set aside a certain amount of your pay into an account for medical and dependent care expenses before taxes.



DISABILITY

Zeus offers both Short and Long-Term Disability at no cost to you.