



SAY BENEFITS

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
MEDICAL	Two choices of top tier HMO plans	100%
DENTAL	Option of a HMO and PPO plan	HMO - 100% PPO - Employee paid
VISION & ACCIDENT	Full Feature VSP plan and optional Accident Coverage	Employee paid
EMPLOYEE ASSISTANT PROGRAM (EAP)	Work/Life Balance Support	100%
GROUP LIFE & DISABILITY	\$15,000 Life & Disability Coverage	100%
ADDITIONAL LIFE & DISABILITY LONG TERM DISABILITY	Optional additional coverage(s) for employees	Employee paid
RETIREMENT	403B Retirement Plan	4% match after 1 year of employment
FLEXIBLE SPENDING ACCOUNT	Medical (\$2,700) and Dependent Care (\$5,000) Reimbursement; Eligible after 1 year of hire	N/A
VACATION	1st year - 2 weeks 2nd & 3rd year - 3 weeks 4th year and up - 4 weeks	100%
SICK	8 hours a month (20 day max accrual)	100%
HOLIDAYS	12 holidays per calendar year	100%
PERSONAL HOLIDAY	1 day per calendar year - does not roll over	100%
EMPLOYEE RECOGNITION	Peer Semi-Annual Awards recognizing individuals or teams at SAY	100%
EMPLOYEE REFERRAL PROGRAM	Receive cash bonuses for referring candidates who get hired by SAY	100%
WELLNESS STIPEND	Annual monetary incentive to support your Wellness goals; Eligible 1 year after hire	100%
DISCOUNTED TICKETS	Discounted movie tickets, theme park, theatre, rentals, shopping, and much more!	N/A

This is a brief description of benefits for eligible SAY employees. Benefits begin the first month following 30 days of employment. Employer Contributions apply to Employee Only coverage. Not all plan provisions, limitations and exclusions are included in the publication. In any event of a conflict, the Plan Document and Insurance contracts will govern.