



## Benefits at a Glance

*Please consult the Employee Handbook, HR Representative and/or plan documents for additional details.*

**VACATION PAY:** Eligible employees in their first two years with the Company receive 3.33 hours of vacation time credited every pay period beginning with the first full pay period they are employed. On the first pay period after an employee reaches his/her two-year anniversary, the vacation credit is increased to 5 hours per pay period.

**SICK PAY:** Regular, full-time employees accrue sick leave equal to 40 hours per year.

**HOLIDAYS:** Employees who are regularly scheduled to work 40 hours per week receive 11 paid holidays per calendar year.

**JURY DUTY/COURT LEAVE:** Eligible employees called to jury duty or subpoenaed as witnesses other than appearances as a party matter, will be granted time off for the full duration of up to two calls to court service per calendar year.

**BEREAVEMENT LEAVE:** Eligible employees may be granted up to three days paid bereavement leave for the death of an immediate family member.

**401-K PLAN PARTICIPATION:** 9Line will make a Safe Harbor Matching Contribution equal to 100% on the first 3% of compensation that is deferred as an Elective Deferral and an additional 50% on the next 2% of compensation that is deferred as an Elective Deferral.

**EMPLOYEE ASSISTANCE PROGRAM (EAP):** Free confidential assessment, referral, and short-term counseling services are available for eligible employees and their family members to assist in resolving a variety of issues.

**MEDICAL, DENTAL & VISION INSURANCE:** 9Line provides medical, dental & vision insurance coverage to qualified employees who will become eligible for coverage on the first of the month after 30 days of employment. The premiums for medical, dental & vision coverage for the employee will be paid for 100% by the Company. Coverage for dependents is available at the employee's expense through payroll deductions.

**SHORT-TERM DISABILITY (STD):** Available to eligible employees who have become disabled as a result of a non work-related illness or injury, including pregnancy, childbirth or related medical conditions. Temporary disability insurance covers up to 60% of the employee's salary with a maximum of \$750.00 per week. The Company pays 100% of the cost of providing STD benefits.

**LONG-TERM DISABILITY (LTD):** 9Line provides long term disability benefit of up to 60% of your salary, not to exceed \$3000.00 per month. Long term disability begins on the 90th day of a disability and continues up to 24 months, in the event a disability lasts beyond the length of temporary disability insurance coverage. The Company pays 100% of the cost of providing LTD benefits.

**PROFESSIONAL DEVELOPMENT:** 9Line employees who have completed six months of service are eligible for reimbursement up to \$500 per calendar year, for purposes of continuing education and/or professional development activities.

**WORKERS' COMPENSATION INSURANCE:** Benefits include a partial wage replacement and payment of certain medical costs associated with the work-related illness or injury. The cost of providing workers' compensation benefits is paid for entirely by the Company.

**UNEMPLOYMENT COMPENSATION:** 9Line provides its employees with unemployment compensation insurance coverage. Eligibility for unemployment insurance benefits is determined by state law.

**LEAVE FOR ACTIVE MILITARY SERVICE:** 9Line provides its employees the benefits and rights afforded under the Uniformed Services Employment and Reemployment Rights Act of 1994.

**LEAVE FOR MILITARY RESERVE TRAINING:** A maximum of 10 working days per year may be granted for employees required to fulfill a military reserve/ National Guard obligation.

**VOTING:** 9Line provides time off with pay to enable employees to vote in primary and general elections. Time off with pay is not granted to an absentee voter.