



2021 Benefits Summary for Prospective Full-Time Employees

Summit Medical, an Innovia Medical Company, offers a wide range of benefits that are a valuable part of the total compensation package.

Insurance

Health/Dental Insurance: You will be eligible for our health (HealthPartners) and dental (Guardian) insurance plans on the first (1st) of the month following date of hire. Summit Medical currently pays a portion of the monthly premium. Employee only dental coverage is currently offered at no charge.

Vision: You will be eligible to purchase voluntary vision benefits through Guardian/VSP.

Health Savings Account (HSA): If you choose the high deductible health insurance plan, Summit Medical offers a health savings account (HSA). When you participate in a HSA, you can set aside money before taxes are deducted to pay for eligible medical, dental and vision expenses.

Flexible Spending Account (FSA): Summit Medical provides you the opportunity to pay for out of pocket medical, dental, vision and dependent care expenses on a pre-tax basis.

Life and Accidental Death and Dismemberment Insurance: Summit Medical provides employees with group life and accidental death and dismemberment (AD&D) insurance in the amount of \$50,000. These benefits are paid 100% by Summit Medical. Eligibility begins the first day of the month following employment. In addition, you will have the option to purchase additional life insurance for yourself and/or dependents/spouse.

Long Term Disability: In the event you become disabled from a non-work-related injury or illness, disability income benefits are provided as a source of income. The benefit is paid entirely by Summit Medical and is equal to 60% of your base earnings. Eligibility begins the first of the month following one month of service.

Retirement

401(k) and Roth: Employees age 21 and over, are eligible to participate the first day of the month following 2 months of service. Summit Medical will match 100 percent of the first 1% and then 50% of the next 5% that the employee contributes.

Other Benefits

Paid Holidays: Summit Medical observes the following paid holidays.

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday After Thanksgiving Day
- Christmas Eve
- Christmas Day
- Floating Holiday (1)

PTO (Paid time off): Paid time off (PTO), which includes sick time, starts accruing on your first day of employment. You will accrue 16 PTO days per year and it can be used after 90 days of employment.

Educational Assistance: Summit medical encourages employee to participate in educational training that will assist them in their current position or a position they aspire to have at Summit Medical. Reimbursement for approved training and/or classes will be up to the 50 percent of the tuition, with a maximum of \$2,000 per year.

Employee Assistance Program (EAP): Summit Medical offers an Employee Assistance Program (EAP) for its employees and family members. Through the EAP, you can get help on a variety of issues —managing stress, relationship help, quitting tobacco use, dealing with conflict, i.e. This service is free, confidential, convenient and easy to use with 24/7 access.

Voluntary Benefit Program: Several voluntary benefit policies, which include Short Term Disability, Accident, Hospital and Cancer Care/Critical Care, are available for purchase through AFLAC at discounted rates. Eligibility is the 1st of the month following 60 days of employment.

01/2021

Note: This summary contains a brief description of Summit Medical's benefits. In case of any conflict between this summary and official plan documents, provisions of the plan document will govern. Plans may change or stop at any time. This is not an employee contract.