



For a more complete description of the benefit plans, please access the document center in Paycom. For more information, contact the appropriate benefit provider or Human Resources.

| BENEFIT | ELIGIBILITY | | WHO PAYS THE COST |
|-------------------------|--|----------------------|----------------------------|
| | DATE | STATUS | |
| Medical | 1 ST of mo. following 60 days | 30+ hrs./wk. | Employer / Employee |
| Dental | 1 ST of mo. following 60 days | 30+ hrs./wk. | Employee |
| Vision | 1 ST of mo. following 60 days | 30+ hrs./wk. | Employee |
| Voluntary Life | 1 ST of mo. following 60 days | 30+ hrs./wk. | Employee |
| Group Life & AD&D | 1 ST of mo. following 60 days | 30+ hrs./wk. | Employer |
| Long Term Disability | 1 st of mo. following 60 days | 30+ hrs./wk. | Employer |
| Voluntary Coverage | 1 ST of mo. following 60 days | All | Employee |
| 401(k) / Roth 401(k) | 1st of mo. following 60 days | All, 18+ yrs. of age | Employer / Employee |
| Paid Time Off (PTO) use | Pay period following 90 days | All | Employer |
| Holiday Pay | Immediate | 30+ hrs./wk. | Employer |
| Discounts on Services | 90 days | All | Employer / Employee |

MEDICAL Customer Service (877) 797-8812 www.uhc.com

United Health Care (Base and Buy Up Options): Choice Plus Network

- Less than 2 years of service– Wayside pays \$345.51 of employee-only monthly premiums for base plan.
- 2+ years of service – Wayside contributes 100% of employee-only premiums for base plan.
- Dependent and Buy Up Coverage available for an additional cost to employee.

DENTAL Customer Service (800) 392-1167 www.deltadental.mo.com

Delta Dental of Missouri (Base and Buy Up Options): PPO and Premier Network

VISION Customer Service (800) 877-7195 www.vsp.com

VSP (VSP Network)

VOLUNTARY LIFE / ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) www.sunlife.com

Sun Life

- Employee: Guaranteed issue of \$50,000 (when first eligible only)
Must take coverage for dependents to be eligible
- Spouse: Guaranteed issue of \$15,000 (when first eligible only)
May not exceed 50% of employee's coverage
- Dependent children: \$5,000 per child (children 14 days to 6 months)
May not exceed 100% of employee's coverage

GROUP LIFE / ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) www.sunlife.com

Sun Life

- Employee Basic Life: \$50,000
- Employee Basic AD&D: \$50,000



401(k) PLAN Korey.Nissen@mutualofamerica.com www.mutualofamerica.com

Mutual of America

- Both Traditional and Roth options
- Wayside match equal to 50% of your elective deferrals up to 6% of your eligible earnings

LONG TERM DISABILITY www.sunlife.com

Sun Life

- 60% of monthly earnings up to a maximum of \$6,000 per month
- 90 days elimination period

VOLUNTARY COVERAGE Dick Wallace (816) 699-1433 (800) 992-3522 www.aflac.com

AFLAC

- Additional Life Insurance (*full-time employees only*)
- Short Term Disability (*full-time employees only*)
- Cancer Insurance
- Accident Insurance
- Hospitalization
- Sickness Insurance
- Personal Recovery Plus (major illness)

EMPLOYEE ASSISTANCE PROGRAM (EAP) (816) 753-8283 www.alternativeseap.com

Alternatives EAP

- Confidential counseling and referral program at no cost to employees
- Available 24 hours a day, 7 days a week
- Legal and financial tools and referrals available

MENTAL HEALTH SERVICES Healthiest You app www.teladoc.com

Teledoc Health and Healthiest You

- Confidential counseling programs
- Available 24 hours a day, 7 days a week
- No cost to employees

PAID TIME OFF

Paid Holidays

- Eligible employees: 30+ hrs./wk.
- Wayside Waifs recognizes the following six and one half (6 1/2) holidays each year:

| | |
|------------------|-------------------------|
| New Years Day | Thanksgiving Day |
| Memorial Day | Christmas Eve (1/2 day) |
| Independence Day | Christmas Day |
| Labor Day | |
- Pro-rated based on the hours an eligible employee is regularly scheduled to work in a week
- Employees who are required to work on holidays will be compensated as follows:
 - Any non-exempt employees will be compensated for any hours actually worked on the holiday at one and a half times their hourly rate.



Floating Flex Days (FFD)

- Eligible employees: 30+ hrs./wk.
- 3 days awarded 1st of the month following 30 days of service

Paid Time Off (PTO)

- Eligible employees: All
- Accrued on hours paid, not including overtime or extra pay (chart below shows accrual at 40 hrs./wk.)

| Years of Service | Maximum Annual Accrual (Hours) | Maximum Annual Accrual (Days) |
|-------------------------|---------------------------------------|--------------------------------------|
| 0-4 | 144 | 18 |
| 5-8 | 184 | 23 |
| 9+ | 224 | 28 |

PET ADOPTIONS & PET CARE DISCOUNTS



- One free pet adoption per calendar year (additional adoptions at reduced fee)
- Discounts on food, medicine, and routine healthcare
- Discounts at Whiskers and Wags retail store and Pet Memorial Services

Please note: Every effort has been made to provide accurate and current information about our benefits. However, if there is any disagreement between information on this summary and official documents, the documents will always govern.