

EMPLOYEE BENEFITS OVERVIEW

| <u>Benefit</u> | <u>Regular Full-Time Employees*</u> | |
|--|---|---|
| Animal Care (Veterinary) Discount | 50% discount off price of veterinary services for employee pets rendered at the Angell Animal Medical Centers. Services include: professional service fees, exam fees, appointment fees, emergency fees, laboratory services, radiology, surgery, boarding, spaying, neutering, and medication. \$4,000 annual maximum benefit. | |
| Retirement Savings Plan | MSPCA-Angell matches 100% of the employee's 403(b) contribution up to 4.5%; Match contributions are 100% vested upon the completion of the 3rd year of service | |
| Medical Insurance | MSPCA-Angell pays 80% of the monthly premium for an individual plan; family plan subsidy varies annually; Current plan offered: Blue Cross Blue Shield PPO | |
| Dental Insurance | Two Delta Dental plans offered: Premiere USA or Premiere USA Enhanced | |
| Supplemental Vision Plan | Option to purchase supplemental vision insurance coverage at a group discounted rate. The vision plan covers annual eye exams, and provides an annual allowance for eyeglass frames and/or contact lens. | |
| Life and AD&D Insurance | Benefit equals two times annual base compensation, exclusive of overtime | |
| Employee Assistance Program | Up to 3 confidential sessions with a counselor, for employees or family members | |
| Flexible Reimbursement Account Program (FRAP) | Pre-tax reimbursement account for both Health care and Dependent care expenses | |
| Holidays | MSPCA and Non-exempt Angell employees: 11 paid holidays | Angell exempt employees: 7 paid holidays |
| Vacation time | Non-exempt employees: 0-4 years: 2 weeks 5-11 years: 3 weeks | Exempt & Supervisory employees: 0-5 years: 3 weeks 6-19 years: 4 weeks |
| Sick time | Accrued on a monthly basis | |
| Tuition Reimbursement | Tuition and laboratory fees are reimbursable items up to a maximum of \$1500 per individual per year | |
| Legal Insurance Plan | Offered at a group rate, provides you with affordable, reliable legal coverage to help with everyday life matters — like getting your will done, a dispute with a contractor or an auto repair that doesn't go as planned. | |
| LifeLock Identity Theft Protection Plans | Available, at a reduced group rate, the opportunity to purchase LifeLock Identity Theft Protection. Three plan level options are available | |
| Interim Disability | Percent of income for first 180 days for non-work related disabilities | |
| Long Term Disability | Disability income up to 67% of pre-disability earnings to a monthly maximum | |

*Full-time equivalency is 32-40 hours per week