



TEAM MEMBER BENEFITS

INSURANCE

UMR

- Three (3) Medical / Rx Plans from which to choose:
 - Two (2) high-deductible plans with Company-funded Health Reimbursement Accounts (HRA)
 - One (1) Exclusive Provider Organization (EPO)
- Vitality® Wellness Program with premium discounts and free PTO day incentives

Humana

- Vision

DELTA DENTAL



Mutual of Omaha

- Company-Paid Basic Life / AD&D Insurance
 - \$20,000 Employee
 - \$5,000 Spouse
 - \$2,000 Child
- Supplemental Life Insurance (Employee, Spouse, and Child)
- Short-Term Disability
- Long-Term Disability
- Critical Illness
- Accident

RETIREMENT

Pension Corporation

OF AMERICA

- 403(b) Retirement Plan
- Traditional and ROTH
- 50% Employer Matching Contribution on first 5% for eligible Team Members



TEAM MEMBER DISCOUNTS

HERTZ Exclusive Corporate Discount Program (CDP) car rental program

Verizon discounts on qualifying plans and select accessories for BLC Team Members

HPS Group Purchasing Organization Member Discount Pricing for:

- **ReadyRefresh** Bottled Water Delivery Service
- **PC Connection** Computers and Technology Products
- **Sherwin Williams** Paint, Stains, and Painting Supplies
- **Orkin Pest Control**
- **HPS Travel Program**
- **Avis Rental Cars**
- **Choice Hotels**
- **UPS Savings Special Pricing**

MISCELLANEOUS

Employee/Family Assistance Program (EAP) – No Cost

- 100% Company paid
- In-Person or Phone
- All Team Members regardless of insurance coverage (including PRN)
- All Family Members living in your household

Free Meals for Employees (1st and 2nd Shifts)

PayActiv (same day pay)

BLC University (Ongoing Education)

PTO (Paid Time Off)

OnShift Engage Cash Reward Incentives

- Attendance
- Retention
- Recognition

Employee Referral Bonuses