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# ACERTUS

## Employee Benefits

This is an overview of benefits for eligible employees, which begins the first of the month following 60 days of employment. You must enroll for benefits within the first 45 days of employment. For additional information, please contact People Services.

1-855-223-7887  
[ACERTUSdelivers.com](http://ACERTUSdelivers.com)

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Benefit	Description	Employer Contribution
Medical Insurance Prescription Insurance	UHC (2 plan options)	Employee & Employer Paid
Dental Insurance	Met Life (2 plan options)	Employee Paid
Vision Insurance	Eye Med	Employee Paid
PTO/Sick Policy	Employees will accrue 10 PTO days (accrued bi-weekly) and 6 sick days (accrued bi-weekly).	100%
Holidays	7 holidays. Day before/after Thanksgiving rotates yearly, for some services lines.	100%
401K Plan	May contribute 1% to 100% of gross salary on a pre-tax basis up to the annual maximum. Employee contributions are 100% vested. Eligible after 60 days of employment.	Employee Paid
401K Match	401k Match: 100% of first 3% of contribution and 50% of next 2%. Eligible after 60 days of employment.	100% (Company Match)

Benefit	Description	Employer Contribution
Tuition Reimbursement	<p>Reimbursement up to \$3600 per calendar year.</p> <p>* Reimbursement dependent upon class grade</p>	100%
Referral Bonus	<p>Bonus to employee who refers candidates that are hired. Admin employees: \$500 after 90 days of employment. Local drivers: \$50 at start of employment, \$100 after 90 days. Applicant must list referral name on application.</p>	Employee Paid
Fun Employee Events	Lunches, celebrations, events and more!	100%
Casual Dress Code	Jeans and tees ok, every day!	N/A
Paid Maternity/ Paternity Leave	<p>Paid leave associated with the birth/adoption/placement of a child. Less than one year of service - 40% of salary for 4 weeks. Over one year of service - 60% of salary for 4 weeks.</p>	100%
Basic Life Insurance	1x annual salary up to maximum of \$250,000.	100%
AD&D	100% of basic life benefit.	100%

Benefit	Description	Employer Contribution
Voluntary Life	Guaranteed Issue of \$250,000.	Employee Paid
Long Term Disability	60% of income following 180-day elimination period.	Employee Paid
Section 125 Flexible Spending	Health Care Reimbursement Account Dependent Care Flexible Spending Healthcare Flexible Spending.	N/A
Employee Assistance Program	24/7 Confidential service that provides assessment, counseling, resources and referrals for a variety of issues, including child/elder care.	100%
In Touch Hotline	Confidential reporting hotline. Anonymous reporting program for employee ethics and management concerns.	100%
Voluntary Pet Insurance	Group rates on pet health insurance. Including medical problems and conditions related to accidents and illnesses.	Employee Paid

Benefit	Description	Employer Contribution
Disability Insurance	Designed to help you cover deductible gaps and daily living expenses with a cash benefit for unexpected injuries.	Employee Paid
Critical Illness	Lump sum payments for covered illnesses	Employee Paid
Family Planning Assistance	Fertility Benefits & Guidance	100%
Will Preparedness	Discounts on Will Planning	100%
Travel Assistance	Traveling 100+ miles or more from home.	100%