

Solutions You Need. Technologies You Trust.

## Pure Choice Benefits Summary

### “Pure Choice Benefits”

represents our comprehensive benefits program that is designed to give our employees a menu of cost competitive *choices* that are as diverse as our people are.

Full-time US employees may enroll themselves and eligible family members in most plans as of the first day of employment.

#### Great West Health Plan *choices*:

- Open Access Plan
- Preferred Provider Organization

#### Guardian Dental / Vision care *choices*:

- Guardian Dental HMO + VSP Vision
- Guardian PPO + VSP Vision

#### Flexible Spending Account *choices*:

- Health Care Reimbursement
- Dependent Care Reimbursement

#### Supplemental Insurance *choices*:

- Additional Employee Life and AD&D
- Spouse / Dependant Life and AD&D
- Pet Insurance
- Pre-Paid Legal services

#### Aflac Supplemental plan *choices*:

- Hospital Plan
- Cancer Plan
- Accident Indemnity Advantage

### 100% Company Paid Benefits

- Employee Life / AD&D Insurance for two times annual salary
- Long Term Disability Insurance
- Employee Assistance Program
- Travel Accident Insurance
- Business Travel Life Insurance

### Retirement Benefits

- 401(k) Retirement Savings Plan
- Eligibility after 60 days of employment
- 100% matching for the first 3%
- 50% matching for the next 2%
- Immediate vesting of employer match
- Variety of investment *choices*

### Commuter Benefits

- Up to \$210 per month total
- Up to \$120 tax-free for public transportation commuting



### Paid Time Off Benefits

- Vacation—2 weeks to start
- Holidays—12 paid per year
- Sick & Disaster pay—10 days
- Bereavement pay—3-5 days
- Jury Duty pay up to 5 days

### Education Reimbursement

- 80% of tuition & books
- Up to \$3000 per year for Undergrad classes or professional development
- Up to \$4000 per year for Graduate Degree coursework

### Employee Discount Programs

- Dell computers
- Microsoft software

Join our team and help further our mission to provide the world with pure, safe, and accessible water supplies by providing innovative and technologically superior membrane treatment products and services.



We are committed to serving our customers, employees, global neighbors and shareholders with excellence.