

HYDRANAUTICS

EMPLOYEE BENEFITS



In addition to our excellent career opportunities and competitive compensation, Hydranautics recognizes the importance of providing a comprehensive benefits program. The following is a partial list of the benefits Hydranautics currently offers:

MEDICAL

Select Open Access and Choice POS II.

DENTAL

Eligible employees have a choice of either the Aetna DHMO or Aetna PPO dental option. They have a variety of deductibles, annual and lifetime maximums and out-of-pocket limits. Dental benefits are offered through the large Aetna Dental network.

VISION

The vision care PPO plan provides coverage such as annual vision exam and expenses toward eyeglasses or contact lenses for covered employees and eligible dependents.

FLEXIBLE SPENDING ACCOUNTS

This benefit helps employees to pay for eligible health care expenses (not reimbursed by insurance,) dependent day care expenses both using pre-tax dollars contributed from pay and allows for tax savings at the same time.

401(K) PLAN

Enrolling in the Hydranautics Employee 401(K) Plan is one clear way to work toward your retirement. Hydranautics will match 100% of the first 3% and 50% of the next 2% of your eligible pay that you contribute to the plan.

TUITION REIMBURSEMENT

Tuition reimbursement is available to eligible employees who have completed six months of employment. Hydranautics will reimburse up to \$5,250 per year for approved courses in accordance to the HR policy.

WELLNESS BENEFITS

Hydranautics is committed to employee health and well-being.

We offer the following:

- Gym Discounts
- Onsite Flu Shots (prior to flu season)

OTHER BENEFITS AND PROGRAMS

Employer Paid

- Paid Time Off - starting at 15 days accrued per year for eligible employees and 12 paid holidays
- Employee Referral Program - refer to brochure
- Short Term Disability with salary continuation and Long Term Disability
- Basic Life Insurance and AD&D Insurance
- Employee Assistance Program

Voluntary Benefits

- Supplemental Life and AD&D Insurance
- Pet Insurance
- Legal Plan
- Home and Auto Insurance
- Critical Illness Coverage
- Hospital Protection
- Accident Plan
- Commuter Benefits

PLEASE CONTACT HUMAN RESOURCES FOR FURTHER QUESTIONS.

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