



# Conscious Security, Inc.

## Benefits Summary

- All benefits are effective the first of the month following your hire date.
- Changes / Cancellations may only be made during open enrollment periods or in the case of qualifying events (marriage, divorce, birth/adoption of a child, etc.). You must notify Conscious Security within 30 days of the qualifying event.
- Plan documents and/or Summary Plan Descriptions (SPD) serve as the “ruling” documents on benefit plan specifics.
- Refer to Conscious Security’s policies for specific guidelines on the Vacation, Holiday, and Referral Bonus benefits.
- *Conscious Security, Inc. has the right to change or modify any of its benefit plans at anytime without advance notice.*

### Medical Plan



- **100% Company-Paid premiums for Employee and Dependents.**
- Benefit Plan Year – March 1<sup>st</sup> – February 28<sup>th</sup> (Open Enrollment held in February each year)
- Pre-Certification required for certain procedures (refer to the Summary Plan Description for details)
- Deductible – Calculated on a calendar year basis, not benefit plan year.

Benefit	In-Network (using UHC provider)	Out-of Network
<b>Deductible</b>	\$0.00 Individual \$0.00 Family	\$500 Individual \$1,500 Family
<b>Member Co-pays</b>	\$15 Office \$30 Specialist	80% after Deductible – Office 80% after Deductible – Specialist
<b>Co-Insurance Maximum</b>	\$1,500 Individual \$4,500 Family	\$3,000 Individual \$6,000 Family
<b>Lifetime Max. Benefit</b>	\$5,000,000 per covered person	
<b>Prescription Drugs</b>	\$10 Tier 1 / \$30 Tier 2 / \$50 Tier 3 (in-network)	

### Vision Plan



- **100% Company-Paid premiums for Employee and Dependents.**

Benefit	Item	In-Network	Out-of- Network
<b>Co-Pays</b>	Exams	\$10.00	Up to \$40.00
<b>Lenses</b>	Single Vision	\$25.00	Up to \$40.00
	Lined Bi-Focal	\$25.00	Up to \$60.00
	Lined Tri-Focal	\$25.00	Up to \$80.00
<b>Frames</b>	Frames	\$25.00 (Spectra Selection Network) Allowance for other UHC Network	Up to \$45.00
<b>Contact Lenses</b>	Contact Lenses	Covered up to \$120	Up to \$105.00
<b>Frequency *rolling 12 months</b>	Exam & Lenses	Once every 12 months (each)	
	Frames	Once every 24 months	

### Spectra Selection Network

### Dental Plan



- **100% Company-Paid premiums for Employee and Dependents.**

Benefit	In-Network	Out-of-Network
<b>Deductible</b>	\$50 Individual / \$150 Family* ( <i>Applies to Type B and C Services only</i> )	
<b>Calendar Year Max.: Type A, B, and C</b>	\$1,500 per family member In-Network \$1,000 per family member Out-of-Network	
Type A – Diagnostic/Preventive	100% of PDP Fee	80% of R&C Fee
Type B - Basic	80% of PDP Fee	60% of R&C Fee
Type C - Major	50% of PDP Fee	50% of R&C Fee

### Basic Life

- **100% Company-Paid premiums for Employee; \$50,000 Basic Life Coverage**

### Disability Plan(s)

- **100% Company-Paid premiums for Employee**
- STD – Pays 60% of base salary up to 13 weeks and a max of \$750/week.
- LTD – Pays 60% of base salary up to 24 months and a max of \$3,000/mo.

### Vacation & Holidays

- 3 weeks Vacation (accrued bi-weekly at 4.62 hours / fully worked pay period)
- Vacation Carryover at end of calendar year is 80 hours
- 10 Holidays per year – can bank holidays until end of year upon supervisor approval.

### Training

- Conscious Security reimburses for pre-approved training. Refer to the training policy for details.

### Referral Bonus

- Earn a referral bonus for referrals that are hired to join our company!