



Hiossen Employee Benefits Details 2023

Health Benefits (eligible after 1 month of service)			
Medical		Dental	Vision
Cigna HRA Open Access Plus		Cigna DPPO	Cigna Vision
Employee, Dependent, and Prescription coverage		\$50 Calendar Year deductible/ \$150 family	Employee and Dependent Coverage
High Deductible plan - Employee only is responsible for first \$500		Co-Pays on various procedures 20% Type 2 Procedures; 50% Type 3 Procedures	Eye exam, inclusive of dilation at participating providers
Coverage for You and Your Family - Employees responsible for first \$1,000 expenses		\$3,000 - annual benefit maximum	Spectacle lenses covered after \$25 co-pay included
Life Insurance Benefits (eligible after 1 month of service)			
Basic Life Insurance	Accidental Death and Dismemberment	Supplemental Life	Supplemental Dependent Life
Company Paid 100 %	Company Paid 100 %	Voluntary Employee Paid	Voluntary Employee Paid
1x Annual Salary	1x Annual Salary	Based on age and amount	Spouse up to \$250K Children up to \$10K
\$100K maximum	\$100K maximum	\$500K maximum	Depends on Insurance limits
Disability and Illness Benefits (eligible after 1 month of service)			
Short-Term Disability		Long Term Disability plan	
Company Paid 100 %		Company Paid 100 %	
Retirement Benefits (eligible after 6 month of service)			
401(k) Plan-Before tax contributions		Eligible after 6 months of service and 1st of Each QTR Enrollment	
Up to 5% company Match (Support)			
Work-Life Balance Benefits			
While working hard at your job, you are also taking care of all you need to do in life. Hiossen has a variety of programs designed to help you stay in balance between work, family and personal time.			
PAID TIME OFF (PTO) (eligible from employment start day)			
9 Days of Sick time Per Year (72 hrs)		0-1 Yrs = 6 PTO Days accrued at 1.85 hrs per pay	
		1-4 Yrs = 11 PTO Days accrued at 3.38 hrs per pay	
		4-10 Yrs = 14 PTO Days accrued at 4.31 hrs per pay	
		10-15 Yrs = 16 PTO Days accrued at 4.92 hrs per pay	
		15 + Yrs = 18 PTO Days accrued at 5.54 hrs per pay	
SICK TIME WILL BE PRORATED FROM EMPLOYMENT START DATE.			
HOLIDAYS (eligible from employment start day)			
9 Holidays Per Year (New-year, MLK Day, Memorial, Indep, Labor, Thanksging, Day after Thanksgiving, X-Mas Eve (if it falls Monday-Friday), X-Mas)			
Job Assignment Benefits			
In order to support job specific requirement, additional benefits will be provided to accommodate performance and productivity. Company will review actual working situation to meet the individual job function and assignment.			
TRANSPORTATION	MOBILE COMMUNICATION		SALESFORCE ALLOWANCE
Actual mileage and Gas expenses	\$40 Per Pay Period (\$1,040 Annually)		\$230 Per Pay Period (\$5,980 Annually)
Based on Company mileage & per diem policy	Partial expenses subsidy for mobile usage		Sales assignment and workforce subsidy for regular outside sales assignment
Respect for our Employee			
When joining Hiossen, you're joining a Company that has set its goal to become the Number 1 company in the Dental Implant Industry. We believe in our people and realize that our success is a direct result of our employee's commitment.			