



## Hiossen Employee Benefits Details 2024

### Health Benefits (eligible after 1 month of service)

Medical	Dental	Vision
<b>Cigna HRA Open Access Plus</b>	<b>Cigna DPPO</b>	<b>Cigna Vision</b>
<b>Employee, Dependent, and Prescription coverage</b>	<b>\$50 Calendar Year deductible/ \$150 family</b>	<b>Employee and Dependent Coverage</b>
<i>High Deductible plan - Employee only is responsible for first \$950</i>	Co-Pays on various procedures 20% Type 2 Procedures; 50% Type 3 Procedures	Eye exam, inclusive of dilation at participating providers
<i>Coverage for You and Your Family - Employees responsible for first \$1,900</i>	\$3,000 - annual benefit maximum	<i>Spectacle lenses covered after \$25 co-pay included</i>

### 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)

<b>9 Days of Sick time Per Year (72 hrs)</b>	<b>0-1 Yrs = 6 PTO Days accrued at 1.85 hrs per pay</b> <b>1-4 Yrs = 11 PTO Days accrued at 3.38 hrs per pay</b> <b>4-10 Yrs = 14 PTO Days accrued at 4.31 hrs per pay</b> <b>10-15 Yrs = 16 PTO Days accrued at 4.92 hrs per pay</b> <b>15 + Yrs = 18 PTO Days accrued at 5.54 hrs per pay</b>
--	---

**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, Thanksgiving, 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.