



Hiossen Employee Benefits Details 2026

Health Benefits (eligible after 1 month of service)

Medical	Dental	Vision
Cigna HRA Open Access Plus EPO	Cigna DPPO	Cigna Vision
Employee, Dependent, and Prescription coverage	\$50 Calendar Year deductible/ \$150 family	Employee and Dependent Coverage
<i>High Deductible plan - Employee only is responsible for first \$2000</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 \$4,000</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 and After tax contributions	Eligible the 1st Quarter following 6 months of service
Up to 5% company Match (Support)	

Time Off 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 time off benefits designed to help you stay in balance between work, family and personal time.

Time Off Details (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.

Birthday PTO (eligible after 3 months of service)

1 additional PTO day awarded on the month of your birthday

HOLIDAYS (eligible from employment start day)

11 Holidays Per Year: New-Year (01/01), Hiossen Inauguration Day (01/06), MLK Day (01/19), Memorial Day (05/25), Indep. Day (07/03), Labor Day (09/07), Chuseok (09/25), Thanksgiving (11/26), Day after Thanksgiving (11/27), X-Mas Eve (*Floating Holiday*- 12/24), X-Mas (12/25)

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
Actual mileage and Gas expenses	\$40 Per Pay Period (\$1,040 Annually); or Company Provided Cellphone (dependent on position)
Based on Company mileage & per diem policy	Partial expenses subsidy for mobile usage

Respect for our Employee

When you join Hiossen, you become part of a company with a clear goal of becoming the number one leader in the dental implant industry. We believe in our people and recognize that our success is a direct result of our employees' commitment.