

BENEFITS OVERVIEW



Benefits are an important part of overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family and your way of life.



HEALTH BENEFITS

MEDICAL We're proud to offer employees 2 medical plans that provide comprehensive health and prescription drug coverage.

GENOMIC LIFE PROGRAM Covers testing, including DNA screening and fast-tracking of genotype-specific treatments, including some studies and experimental regimens.

WELLNESS REWARDS Provides you the opportunity to reduce medical premiums by completing certain health-related activities (company paid)

DENTAL We offer 2 dental plans that offer 100% coverage for in-network preventative services, such as annual cleanings, & partial coverage for basic & major services

PATIENT CARE ADVOCACY Helps you and your covered dependents better manage healthcare costs and get rewarded when you make smart choices (included in medical enrollment).

VISION We have a vision plan that covers annual exams, basic lenses, frames, and contact lenses. As an Eyemed member you can choose your frame at LensCrafters or Target Optical and pay nothing.

EMPLOYEE ASSISTANCE PROGRAM (EAP) Provides all employees & their family members with 24/7 confidential assistance on issues related to your family, career, finances, & emotional well-being. (company paid).

TELEHEALTH Allows you & your dependents to consult with a doctor by phone/online for common non-emergency medical issues & receive a prescription, (included in medical enrollment)

HOSPITAL INDEMNITY/CRITICAL ILLNESS Lump-sum payment to you and your covered dependents to cover treatment related to a serious accident, hospitalization, or certain critical illnesses.



FINANCIAL & OTHER BENEFITS

HEALTH SAVINGS ACCOUNT (HSA) Allows you to set aside pre-tax funds to help cover eligible qualified health expenses. Hunt will contribute \$500 for individuals and \$1,000 for all other tiers.

401(K) Retirement savings account that allows you to contribute 1%-75% of eligible compensation up to the max IRS deferral amount. Hunt matches 50% on 4% for Highly Compensated Employees & 100% on 4% for Non-Highly Compensated employees in base compensation & commissions.

FLEXIBLE SPENDING ACCOUNT (FSA) Allow you to set aside pre-tax funds to help cover qualified health and dependent care expenses not covered by insurance.

MOMENTUM onUP® Industry-leading workplace financial wellness program with a customizable mix of online learning, budgeting apps, instructor-led training, expert counseling and hard-copy materials to boost your financial confidence.

LIFE AND AD&D Basic life & accidental death & dismemberment of 2x your base salary and supplemental life coverage options that help you maintain financial security. (company paid base coverage)

OTHER BENEFITS Provides you the opportunity to enroll in benefits that provide legal support, identity theft protection, auto/home insurance discounts, Pet Insurance, and mortgage discounts.

DISABILITY Short and long-term disability (STD & LTD) coverage that pays you a percentage of your income should you need to take time off due to a serious illness or non-work-related injury. (company paid)

TRANSPORTATION REIMBURSEMENT ACCOUNT Allows you to use pre-tax contribution dollars to pay for qualified work-related commuting and/or parking expenses including public transportation! (available when you enroll by 13th of previous month)



EXTRA BENEFITS

PAID TIME OFF PTO accrues on first day of employment and is available to full and part-time employees. Time accrues every pay period and is based on length of service and position (prorated for part-time employees). During the first year of service, you may accrue up to 17/22 days. Starting on second year of service, the accrual rate increases based on years of service with a maximum of 32 days.

OFFICE HOURS Typical hours are: 8:00 AM – 5:00 PM

PAY PERIODS, DRESS CODE Biweekly pay periods. Business casual dress code.

STUDENT LOAN ASSISTANCE Resources & savings to pay down student debt sooner

EDUCATION ASSISTANCE Support to pursue education through accredited institutions. (company paid)

LEAVES OF ABSENCE Granted to employees with the following circumstances: medical, family, military, or personal leave absence.

DISCOUNT PROGRAM Gain access to exclusive savings on movie tickets, theme parks, hotels and more.

REFERRAL BONUS & PERFORMANCE REVIEWS Please talk to your local HR regarding referral bonus. Reviews held annually, with opportunity for bonus.

