



GadellNet: Benefits



HEALTH INSURANCE:

Coventry Health Care of Missouri

DEDUCTIBLE: \$1000/ Individual, \$2000/Family

OUT OF POCKET LIMIT: \$3000/Individual, \$6000/Family

COPAYS: \$25/Primary, \$50/Specialty, \$250/ER,
\$75/Urgent Care, \$20/Chiro



VISION INSURANCE: Advantica

» Comprehensive Spectacle Eye Exam with Dilation: \$10 Copay

» Eyeglass Lenses:

- Standard Plastic CR-39 Lenses-\$20
- Polycarbonate Lenses- \$0 for 19 and younger, \$30 for older than 19
- Standard Progressive Lenses-\$50
- Transitions (Photochromic) Lenses-\$60

» \$20 copay includes \$150 allowance toward any eyeglass Frame

- Contact Lens Exam: \$40 Allowance
- Contact Lenses (Elective): \$20 Copayment, \$150 materials allowance
- Contact Lenses (Medically Necessary): \$20 Copayment, \$250 materials allowance

DENTAL INSURANCE: Advantica

DEDUCTIBLE: \$25/Individual, \$75/Family

ANNUAL MAXIMUM: \$1000

PREVENTIVE & DIAGNOSTIC: 100%

BASIC: 90%

MAJOR: 60%

ORTHODONTIC: Not covered

STD/LTD/LIFE:

GadellNet fully pays for all employees STD, LTD and Life insurance benefits.

- » STD- Covers 60% of salary up to \$1000 weekly
- » LTD- Covers 60% of salary up to \$5000 monthly
- » LIFE- \$50,000 Group Life Insurance Policy

FLEXIBLE SPENDING ACCOUNT:

MEDICAL EXPENSES: You are allowed to contribute up to \$2550 per year, pre-taxed into a FSA.

DEPENDENT CARE: There is a max contribution of \$5000 per family per year, for expenses relating to day care for both children and adults.

AFLAC:

ACCIDENT INDEMNITY ADVANTAGE: Assists with any accident related injuries.

CANCER CARE: Helps you cope financially if there is a positive diagnosis of cancer.

CRITICAL CARE PROTECTION: Financially provides for you if you experience a serious health event such as a heart attack or a stroke.

HOSPITAL ADVANTAGE: Assists with costs associated with diagnostic tests as well as hospital confinement.





GADELLNET



SIMPLE IRA:

GadellNet matches up to 3% in a Simple IRA for all full time employees.



FLEXIBLE ENVIRONMENT:

At GadellNet, we appreciate the importance of work-life balance. We understand that life happens and offer our employees a very flexible work environment with the opportunity to work from home, depending on the circumstances.



CELL PHONE REIMBURSEMENT:

If an employee uses their phone on a consistent basis for work, GadellNet will provide a cell phone stipend.



PAID TIME OFF:

Paid time off is available to regular full-time and regular part-time employees immediately upon employment.

- » **WHEN AN EMPLOYEE STARTS WITH GADELLNET:** 13 PTO days
- » **AFTER ONE YEAR OF EMPLOYMENT:** 18 PTO days
- » **AFTER THREE YEARS OF EMPLOYMENT:** 20 PTO days
- » **AFTER FIVE YEARS OF EMPLOYMENT:** 22 PTO days
- » **AFTER EIGHT YEARS OF EMPLOYMENT:** 24 PTO days
- » **AFTER TEN YEARS OF EMPLOYMENT:** 26 PTO days



PATERNITY AND MATERNITY LEAVE:

FOR NEW FATHERS: We offer 1 fully paid week (not to be deducted from current PTO balance)

FOR NEW MOTHERS: We offer 2 fully paid weeks (not to be deducted from current PTO balance)

WELLNESS PROGRAM:

GadellNet offers a wellness program for all of its employees to participate in. This is still a relatively new program to GadellNet, and we are constantly adding new programs to it. Current features of our program include a bi-weekly newsletter, on-site gym, company provided flu shots and healthy snacks.

PHILANTHROPY:

We partner with many local organizations, to provide opportunities for our employees to give back to their communities.

FREE FOOD!

Coffee, healthy snacks, and light breakfast options are available on-site for GNET employees. Not to mention the monthly potlucks, or company sponsored happy hours that we host at the office.

ON-SITE GYM:

GadellNet is proud to have a certified CrossFit gym at their St. Louis headquarters. All employees are allowed to use the gym at any time. We encourage that you bring your spouse in to workout with you before or after work.

TRAINING:

GadellNet offers a training program to all employees. Every employee creates a training plan and has budget dollars to use towards that training plan. Whether it is an education stipend, training through online programs or sending employees to conferences-GadellNet shows that it values the growth of its employees.