

## Benefit Highlights for Salaried Employees

### Healthcare

- Healthcare is provided by Cigna.
- The Company will pay 66 2/3% of the cost of “employee only” tier and up to 50% for all dependent tiers. However, if the employee participates in the Company’s wellness program, the Company will pay 80% of the cost of “employee only” tier and will continue to pay up to 50% for all dependent tiers.
- Health Savings Account offers employer contribution with optional employee contribution. The Company annually contributes \$300 for the “employee only” tier and \$600 for all other tiers. When the employee participates in wellness, the Company contributions increase to \$500 for the “employee only” tier and \$1,000 for all other tiers.
- Preventive care is covered 100%, including preventative prescription medications, the deductible does not apply.
- Plan year deductibles are \$1,500 for the individual and \$3,000 for family per policy year.
- Employee pays 20% of allowable charges for medical and prescription costs after the deductible is met for covered services.
- Coverage begins on hire date if it falls on the 1<sup>st</sup> – 15<sup>th</sup> of the month. Otherwise coverage begins on the 1<sup>st</sup> of the month following hire date.

### Dental

- Dental is provided by Delta Dental.
- Company pays approximately 66 2/3% of the cost for “employee only” tier and up to 50% for all dependent tiers.
- Preventative and diagnostic care is covered 100%, deductible does not apply.
- Annual deductible is \$50 for an individual and \$150 for family coverage.
- Employee pays 20% of allowable charges for basic dental care after the deductible is met for covered services and 50% for major dental and orthodontic care. Benefit plan maximums apply.
- Coverage begins on hire date if it falls on the 1<sup>st</sup> – 15<sup>th</sup> of the month. Otherwise coverage begins on the 1<sup>st</sup> of the month following hire date.

### Vision

- Vision is provided by EyeMed.
- The plan is voluntary, the employee pays 100% of the cost.
- Yearly exam and lenses are covered by a co-pay, while an allowance is given for frames and contacts.
- Coverage begins on hire date if it falls on the 1<sup>st</sup> – 15<sup>th</sup> of the month. Otherwise coverage begins on the 1<sup>st</sup> of the month following hire date.

## Retirement

- 401(k) and Profit Sharing Plan — six month waiting period for eligibility.
- Employer provided 3% grant to 401(k) for employees with immediate vesting.
- Annual profit sharing contributions discretionary with six year graduated vesting.
- Self-directed and professionally managed investment options available for 401(k).

## Income Replacement

- Life Insurance/AD&D—1.5 times base pay, maximum \$300,000.
- Dependent Life Insurance — Company paid life insurance of \$10,000 for spouse and \$6,000 per child (15 days old through age 25) when employee enrolls in life insurance/AD&D coverage.
- Long Term Disability—Insure up to 60% of monthly income; maximum benefit is \$10,000 per month.
- Company pays 2/3 of cost and employee pays 1/3.
- Coverage begins on hire date if it falls on the 1st – 15th of the month. Otherwise coverage begins 1<sup>st</sup> of the month following hire date.

## Other Benefits

- Full-time salaried employees are eligible for a discretionary annual bonus program.
- Fixed holiday pay, personal holiday pay, bereavement pay, jury duty pay, and military pay.
- Vacation pay is 5 days during first year of employment, 2nd to 4th year is 10 days, 5th to 19th year is 15 days, and 20 + years is 20 days.
- Sick pay up to 30 days paid at 100%, the next 60 days at 80%, on a rolling 12 month lookback.
- Educational assistance up to \$2,500 for undergraduate classes and \$3,500 for graduate classes per year.
- Smith Scholarship. The scholarship is available to employees' children attending 4-year colleges, 2-year colleges and trade schools. Recipients may receive \$5,000 each year for up to 4 years (total \$20,000).
- Direct Deposit.

Valley Proteins offers individuals endless possibilities to grow and further establish their careers. We have cultivated a corporate environment that encourages advancement, and we are committed to providing all of our employees with competitive salaries and rewarding benefit packages.

We are an equal opportunity employer and promote a drug free workplace.

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