

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.
- The company offers two types of medical plans: a High Deductible Health Plan and a Copay Plan.
- For both plans, preventive care is covered at 100%, including preventative prescription medications. The deductible does not apply.
- The **High Deductible Health Plan** includes a Health Savings Account with employer contributions and optional employee contributions. 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. The employee pays 20% of allowable charges for medical and prescription costs after the deductible is met for covered services. The deductible is \$1,500 for the “employee only” tier and \$3,000 for all other tiers.
- The **Copay Plan** offers fixed amounts (copays) for certain health services such as doctor’s office visits, physical therapy appointments and urgent care center visits. These services and prescriptions are not subject to the deductible. For other health care services, the employee pays 20% of allowable charges after the deductible is met for covered services. The deductible is \$1,500 per individual or \$3,000 per family (whichever is met first).
- Coverage begins on hire date if it falls on the 1st – 15th of the month. Otherwise coverage begins on the 1st 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 1st – 15th of the month. Otherwise coverage begins on the 1st 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 1st – 15th of the month. Otherwise coverage begins on the 1st 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 1st 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.

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P.O. Box 3588 (22604-2586)
151 Valpro Drive
Winchester, VA 22603
☎ 540.877.2590
☎ 540.877.3215
valleyproteins.com