



Production Employee Benefit Highlights

The information provided below is intended to briefly highlight available benefits. This is not intended to replace any benefit summaries or certificates of coverage. Benefits listed below and their carriers are subject to change or termination at any time.

All Employees

Benefit	When Eligible	Who Pays
401K – Principal Voluntary “pre-tax” salary reduction plan (scheduled for working a minimum of 20 hours/week)	First of the quarter following 90 th day of employment (Jan/April/July/Oct)	Employee
401K – Principal Employer Contribution – match 50% of the first 4% contributed	First of the quarter following 90 th day of employment (Jan/April/July/Oct)	Newco
Direct Deposit Payroll is direct deposited for all employees.	Immediately	N/A
Payroll Bi-weekly pay schedule	Immediately	N/A

Full Time Employees

(Working 30+ hours per week)

Benefit	When Eligible	Who Pays
Health Insurance: UHC This plan provides a broad network of providers throughout area	90 th Day of Employment	Newco/Employee
Dental Insurance – Mutual of Omaha	First of the Month following 90 th day of Employment	Employee
Vision Insurance – Principal	First of the Month following 90 th day of Employment	Employee
Life Insurance & AD&D – Mutual of Omaha Coverage Amount \$10,000	First of the Month following 90 th day of Employment	Newco
Short Term Disability – Mutual of Omaha	First of the Month following 90 th day of Employment	Newco
Employee Assistance Program – Mutual of Omaha Employee Employees and their families have access to confidential services designed to assist with personal, health and work/life balance issues.	First of the Month following 90 th day of Employment	Newco



Other Benefits:

- Employee Referral Program
- Employee Events/Perks
- Free Coffee & Tea
- Clean Temperature Controlled Environment

Observed Holidays:

**Holidays which fall on a Saturday or Sunday will be observed the same day as Federal Government*

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Eve
- Christmas Day

Reach out to our recruiting team at any time at: jobs@newcocooffee.com