

The Rudolph Libbe Group is pleased to offer its associates excellent benefit programs designed to be an integral part of the companies' efforts to build and retain our talented and motivated workforce. These health and welfare benefits provide competitive and comprehensive options that allow you to choose plans based on your needs in addition to offering the potential for long-term financial security for you and your family.

MEDICAL COVERAGE WITH HEALTH SAVINGS ACCOUNT

The medical plan offered by the Rudolph Libbe Group is a high deductible health plan with a health savings account (HSA). The company will contribute \$250 with an option to receive an additional \$500 based on your contribution under Single Coverage and \$500 with an option to receive an additional \$1,000 based on your contribution under 2-Party/Family Coverage.

DENTAL COVERAGE

With Delta Dental you have access to an extensive network of dentists utilizing their Premier and PPO networks. The plan covers preventive care in full, and limits your costs for other treatment.

VISION COVERAGE

Vision insurance is 100% employer paid. Select either the VSP or Davis Vision network—both have providers which consist of private practicing optometrists, ophthalmologists, opticians and optical retailers.

HEALTHIESTYOU BY TELADOC

There are times when you can't get to the doctor and need non-urgent care so you can get back to feeling 100%. It's times like these that telemedicine could be an option. Use Heal thiestYou for a phone consultation with a physician for non-life threatening health issues.

BEST DOCTORS

Best Doctors provides access to the best medical minds in the world. You can be sure you're getting the right diagnosis, the right treatment and the right care. Contact Best Doctors to have your case reviewed by a world-leading medical expert. This is a free prog d O



DISCRETIONARY BONUS PROGRAM

The Rudolph Libbe Group bonus program was established to provide an opportunity for associates to participate in the financial success of the company. Bonuses are paid by March 1 each year if you are employed on the date the bonus is paid.

PAID TIME OFF (PTO)