We care about the well-being and health of our associates and their families. For this reason, we have designed our associate benefit plans to protect each of you against the financial disaster and hardship that can be brought about by premature death, disability, sickness, or accidental injury. Associates at our company are provided a wide range of benefits.

**AMAZING BENEFITS**

_BECause YOU Matter_

Our company offers a benefits program that provides excellent coverage for healthcare as well as opportunities for professional advancement. Listed below are just some of the benefits that could be available to you as an associate of our company.

- **Medical Insurance (PPO and High Deductible)**
  - Provided through BCBS of Alabama

- **Dental Insurance**

- **Vision Insurance**

- **Company Paid Life Insurance and Voluntary Buy Up Options**

- **Company Paid Long Term Disability and Voluntary Short Term Disability**

- **Company Paid Long Term Care Plan**

- **Traditional and Roth 401k**
  - Company Match of 50% of Salary, up to 6%

- **HSA and Company Match**

- **Paid Time Off**

- **12 Weeks of Paid Parental Leave**

- **Wellness Program**
  - Associate Assistance Program

- **Company Holidays**

- **Gym Reimbursement**

- **Cell Phone Reimbursement**

- **Mileage Reimbursement**

- **Tuition Assistance & Reimbursement for continuing education related to obtaining and maintaining required licensing**