

Medical



Blue Cross Blue Shield of Michigan

Full time team members receive a comprehensive plan - Simply Blue PPO Gold 2000, and **we cover 100% of the cost.**

Team members may select a lower deductible plan - Simply Blue PPO Gold 1500 and pay the difference in premium through pre-tax payroll deduction.

Team members may at their cost, enroll their spouse, and dependents in either plan through pre-tax payroll deduction.

Coverage takes effect the first day of the month on or following 60 days after a team members starts date.

Vision



Guardian

Full time team members receive a vision plan, and **we cover 100% of the cost.**

Team members may add, at their cost, their spouse, and dependents through pre-tax payroll deduction.

Coverage takes effect the first day of the month on or following 60 days after a team members starts date.

Dental



Principal

Full time team members receive the option of joining our Principal dental plan, and **we cover 100% of the cost.**

Team members may add, at their cost, their spouse, and dependents through pre-tax payroll deduction.

Coverage takes effect the first day of the month on or following 60 days after a team members starts date.

Fitness Reimbursement

We have made a commitment to provide team members with an incentive to stay healthy. This fitness allowance provides up to \$300 annually for team members (not dependents) to apply toward membership or exercise classes at a qualified health club, fitness center, on-line and on-demand fitness and weight management programs.



Short-Term Disability



Guardian

Team members are automatically enrolled into Guardian's STD plan, and **we cover 100% of the cost.**

Coverage takes effect the first of the month following a team members start date.

Long-Term Disability



Guardian

Team members are automatically enrolled into Guardian's LTD plan, and **we cover 100% of the cost.**

Coverage takes effect the first of the month following a team members start date.

Life & AD&D Insurance



Guardian

Team members are automatically enrolled into Guardian's Life Insurance and Accidental Death & Dismemberment plan, and **we cover 100% of the cost.**

Coverage takes effect the first of the month following a team members start date.

Health FSA



Team members are eligible to participate in our Health FSA Plan.

Coverage takes effect the first day of the month on or following 60 days after a team members starts date.

Dependent Care FSA



Team members are eligible to participate in our Health FSA Plan.

Coverage takes effect the first day of the month on or following 60 days after a team members starts date.

401k



Principal

Team members are automatically enrolled at a contribution rate of 1% of their pay on a pre-tax basis and have the option to change their contribution percentage.

Annual Reviews



Performance Reviews are annually. We offer compensation that is based on your ability to achieve results, to recognize when you can do more, and to embody our Core Values.

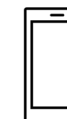
Mileage



Reimbursement

If you use your personal vehicle during business, you will be reimbursed per mile, based on the IRS standard mileage rate.

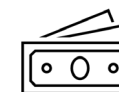
Cell Phone



Reimbursement

Any team member that requires use of their personal cell phone as an integral part of their job will be reimbursed \$35 per month through payroll.

Referral Program



If you know someone who would be a good addition to the company, you may be awarded a referral bonus of \$500 (less taxes) if you refer a candidate and they are hired!

Holidays



Full time team members are eligible for the following holidays:

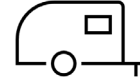
- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve

Jury Service & Witness Leave



We will provide up to a maximum of 3 days paid leave to full-time team members who are called to serve as jurors or who are summoned to appear as witnesses in a judicial proceeding, pursuant to a subpoena or other court order.

PTO - Hourly



Paid Time Off (PTO)

Team members accrue PTO each pay period based on the following:

- 0-1 years = 3.08 hours per pay or 10 days (80 hours)
- 1-3 years = 4.62 hours per pay or 15 days (120 hours)
- 3-10 years = 6.15 hours per pay or 20 days (160 hours)
- 10 years + = 7.89 hours per pay or 25 days (200 hours)

PTO - Salary



We believe that the way to be most productive is with a reasonable, balanced work schedule. Working long hours for long periods of time results in mental exhaustion and shoddy work that needs to be fixed later. While we do not have a formal PTO policy for our salaried team members, we encourage them to take a minimum of 2-3 weeks off each year.

Parental Leave



We offer you up to 4 weeks paid and 8 weeks unpaid for a total of 12-weeks of parental leave to full-time team members (who have been employed for at least 12-months) following the birth of a team member's child or the placement of a child with a team member in connection with adoption or foster care

Furternity Pawreavement



Pawreavement

We know the family-like bond that exists between you and your beloved pet. While we understand grieving their loss can be a long process and is different for everyone, Beanstalk is offering up to 8 hours of paid time off to full-time team members to help you through your grieving process.



Furternity

We love our furry friends, and it makes us sad when they are lost, given up or abandoned. By giving them a new life in a loving home it also makes room at the shelter for another pet in need of a second chance.

In support of our adopting a furry friend, Beanstalk offers up to 8 hours of paid time off to full-time team members on the day they pick up their new addition to the family.

Bereavement



Paid Bereavement

3 days - team member's spouse, domestic partner, child, stepchild, parent, stepparent, father-in-law, mother, mother-in-law, son-in-law, daughter-in-law, brother, sister, stepbrother, stepsister, or an adult who stood in loco parentis to the team member during childhood.

2 days - team member's brother-in-law, sister-in-law, aunt, uncle, grandparent, grandchild or spouse's grandparent.