

2025 Benefits

Medical

- plans with Regence Group 3 Administrators (RGA) BCBS Network
 - Deductible range from \$2,000-\$5,000 Individual
 - \$6,000-\$10,000 Family
 - Preventive Care covered at 100%
 - FSA, HSA & HRA (ER Paid) plans are available based on plan
 - Telemedicine Service
- 4 plans with Kaiser (Only in California, Colorado & Oregon)
 - Deductible range from \$500-\$3,200) Individual
 - \$1,000-\$6,400 Family
 - Preventive Care paid at 100%
 - In-network Only
 - Referrals Required

Dental

2 plans with MetLife
Deductible range from \$50-\$150
Annual max range from \$1,500-\$2,000
Preventive Services covered at 100%

Vision

2 plans with MetLife/VSP
Copays range from \$10-\$60
\$130 Allowance for frame or contact lenses

Short-term Disability

Weekly Max Benefits - \$1,000
Elimination Period - 13 days
Maximum Benefits Period - 180 days
Income replacement at 60% of salary

Long-term Disability

Monthly Max Benefits - \$10,000
Elimination Period - 180 days
Income replacement at 50% of salary

Group Life & AD&D Insurance

Basic coverage at \$25,000 for full-time employees
Employee Life range from \$10,000 - \$100,000
Spouse life range from \$5,000-\$50,000
Child life range from \$2,000-\$10,000

401K

Eligible on first day of employment
Employer match up to 3% after meeting 1,000 work hours
Fully invested at 2 years or more

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