



### **Health Insurance Policy**

Silvers Plumbing & Mechanical, Inc. offers a top-tier group health insurance plan at no cost for employee coverage. Silvers Plumbing & Mechanical, Inc. also provides dental and vision insurance for its employees at no cost to the employee. Additional family members can be covered by the health, dental and vision policies at the employee's expense.

A current summary of benefits is given as the final page of this document.

### **401-k Retirement Plan**

Silvers Plumbing & Mechanical, Inc. is proud to offer its employees the opportunity to save for retirement through a 401-k safe harbor plan. The employee may contribute to this plan in the amount annually set by the Internal Revenue Service. Silvers Plumbing & Mechanical, Inc. will match the employees' contribution dollar for dollar for the first 3% contributed by the employee. Silvers Plumbing & Mechanical, Inc will match \$0.50 for every \$1.00 contributed up to 5% by the employee. If the employee contributes 5%, Silvers Plumbing & Mechanical, Inc. will match a total of 4%. If the employee contributes 3%, Silvers Plumbing & Mechanical, Inc. will contribute 3%. If the employee contributes 4%, Silvers Plumbing & Mechanical, Inc. will match 3.5%. Each dollar, that you as the employee contribute to the plan, is always 100% vested. Any profit-sharing contributions and employer matching contributions will be subject to the following Vesting Schedule:

<b>Vesting Schedule</b>	
<b><u>Years of Service</u></b>	<b><u>Percentage</u></b>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

### **Long Term Disability Insurance Policy**

Silvers Plumbing & Mechanical, Inc. will provide a Long-Term Disability policy for each of its employees. Employees will be eligible on January 1 after completing one year of service.

### **Life Insurance Policy**

Silvers Plumbing & Mechanical, Inc. will provide each employee with a life insurance policy in the amount of \$20,000.00. Employees will be eligible on January 1 after completing one year of service.

### **Paid Holidays**

New Years Day

Good Friday (Easter)

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Eve

Christmas Day

### **Vacation Policy**

After a 90-day probationary period, you will receive one week to be prorated during the first year. In your second year, you will receive one week vacation and one-week sick leave. After five years, you receive 3 weeks vacation and one-week sick leave. An additional week of vacation is gained at every 5-year anniversary.

### **Cell Phone Allowance**

Cell phone allowance may be paid to plumbers responsible for managing projects.



**4C - \$1500/85%/\$5750 Plus  
Summary of Benefits**



Plan	4C - \$1500/85%/\$5750 Plus In Network
Deductible Individual	\$1,500
Deductible Family	\$3,000
In-Network Coinsurance	15% coinsurance after deductible
Maximum Out-of-Pocket - Individual	\$5,750
Maximum Out-of-Pocket - Family	\$11,500
Network	PHCS Wrap
<b>Services</b>	
Emergency Room	15% coinsurance after deductible
Urgent Care	\$75
Inpatient Hospital	15% coinsurance after deductible
Inpatient Physician	15% coinsurance after deductible
Office Visit PCP	\$30
Office Visit Specialist	\$60
Office Visit Mental Health	\$30
Imaging (CT/PET Scans, MRIs)	15% coinsurance after deductible
Speech Therapy	15% coinsurance after deductible
Occupational/Physical Therapy	15% coinsurance after deductible
Preventive/Screening/Immunization	No Charge
Lab Outpatient/Professional Services	No Charge
X-Rays/Diagnostic Imaging	15% coinsurance after deductible
Skilled Nursing Facility	15% coinsurance after deductible
Outpatient Facility (Ambulatory)	15% coinsurance after deductible
Outpatient Surgery Physician/Surgical	15% coinsurance after deductible
Chiropractic	\$30 In-Network Only. Limited to 20 Visits.
<b>Pharmacy</b>	
Generic	\$20
Preferred Brand	\$45
Non-Preferred Brand	\$70
Specialty	25% coinsurance*
<b>Out-of-Network</b>	
Out-of-Network Coinsurance	40% coinsurance after deductible
Deductible Individual	\$20,000
Deductible Family	\$40,000

\*25% coinsurance up to \$400 maximum for any 1 (one) script.