



## Salaried Benefits



## Fluor Salaried Benefits

Fluor is proud to offer a comprehensive benefits package designed to meet your needs. This section provides an overview of the package offered to potential candidates.

### Salaried Benefits Highlights 2021

[Health & Prescription Drug Program](#)

[Wellness Program](#)

[Teladoc](#)

[Dental Coverage](#)

[Vision](#)

[Life & Accident Coverage](#)

[Disability Coverage](#)

[Salaried Retirement & Savings Plans](#)

[TOWP \(Time Off With Pay\)](#)

[Flexible Spending Accounts \(FSAs\)](#)

[Health Savings Account \(HSA\)](#)

[EAP \(Employee Assistance Program\)](#)

[Education Assistance](#)

[Voluntary Benefits](#)

### Health & Prescription Drug Program

You are eligible for health and prescription drug coverage on your first day of employment.

The Company offers three comprehensive health-care options in conjunction with the UnitedHealthcare® PPO Network locations, a health maintenance organization (HMO) plan through Kaiser Deductible HMO is also available. You select the one that works best for you and your family.

When you enroll in one of the medical plans, you and your family automatically will receive pharmacy benefits for generic and non-preferred brand name drugs. Services include retail and mail order services for each covered member on your plan.

[To Top](#)

### **Wellness Program**

When you and your spouse/domestic partner enroll in one of the medical plans, you and your spouse/domestic partner participate in the wellness program. If you and your spouse/domestic partner participate and complete the requirements, your spouse/domestic partner will earn a medical premium reduction.

[To Top](#)

### **Teladoc (Telemedicine Benefit)**

When you enroll in one of the medical plans, you and your family will be eligible to take advantage of the telemedicine service.

A team of board certified network doctors is on call 24/7 to offer treatments and advice for common non-life threatening conditions.

[To Top](#)

### **Dental Coverage**

A company-subsidized dental plan is available through United Healthcare Dental. United Healthcare Dental plan offers a variety of major dental care services.

[To Top](#)

### **Vision**

Coverage is available through Vision Service Plan (VSP) to help pay for routine services and materials. You can use any vision provider. You will receive price discounts and higher benefits if you use a provider in the VSP network.

[To Top](#)

### **Life & Accident Coverage**

The company provides one times your base annual salary (up to \$50,000) of noncontributory (company paid) life insurance.

For more protection, you can purchase Portable Term Life (PTL) guaranteed-issue coverage of 1x, 2x or 3x your annual base salary (up to \$500,000) without providing medical information. Dependent coverage is also available.

You may purchase Accidental Death and Dismemberment (AD&D) coverage for you and eligible family members up to 1x your annual salary up to a maximum benefit of \$1,000,000.

The company provides additional accident insurance for eligible business travel and on-the-job accidental death and disability.

[To Top](#)

### **Disability Coverage**

Disability gives you the security of knowing your income will continue during extended periods of disability. For more coverage, the company offers the option to purchase Short Term Disability (STD) insurance. The Company pays the entire cost of Long Term Disability (LTD) insurance.

[To Top](#)

### **Salaried Retirement & Savings Plans**

The company's retirement and savings program includes plans that provide competitive benefits and cost-effective way

The Fluor Employees' Savings Investment Plan (SIP) and its 401(k) provision can help you build long-term financial security. The SIP when hired and are eligible for company-matching contributions after one year of service. Employees may contribute on an after-tax (Roth) basis (or a combination of both), subject to IRS limits.

Employees are also eligible for an Employer Contribution after one year of service. This contribution is discretionary. If a participant is enrolled in a company-matching contribution, no enrollment is required for eligible participant SIP accounts. No enrollment is required.

Participants manage their SIP accounts by selecting among different contribution levels and investment funds with various options offered through the SIP.

[To Top](#)

### **TOWP (Time Off With Pay)**

TOWP is a flexible program that clearly ranks at the top of innovative paid-time-off systems. It gives you the freedom to use your paid time off. TOWP is accrued based on actual hours paid, up to maximum weekly accrual.

TOWP is accrued on a weekly basis and you choose how to spend it for vacations, holidays, personal time, illness, doctor visits, etc. Unused TOWP hours roll over to the following year, but the accrual is capped at 2,080 hours.

[To Top](#)

### **Flexible Spending Accounts (FSAs)**

Participation lets you save tax-free dollars to pay for certain out-of-pocket expenses. Three accounts are offered: the Health Care FSA, the Limited Purpose FSA, and the Child/Elder Care FSA. You may put up to \$2,500 in the Health Care and/or Limited Purpose FSA and up to \$5,000 in the Child/Elder Account each year. Deductions are made every pay period.

[To Top](#)

### **EAP (Employee Assistance Program)**

Offers confidential counseling, assessment, and referral services immediately upon hire for you and your family members. Employees and family members can receive up to five free visits per issue per year with EAP counselors. The program is a confidential, 24-hour service administered by United Behavioral Health.

[To Top](#)

### **Health Savings Account (HSA)**

The HSA Medical Plan features a health savings account (HSA) – a tax-favored individually owned bank account that helps pay for health care. If you enroll in the HSA Medical Plan, you can open an HSA account online with Optum Bank as part of the plan. You contribute to this account with pre-tax payroll deductions.

[To Top](#)

### **Education Assistance**

Employees are encouraged to seek educational enrichment to further enhance their capabilities and career development. Salaried employees are eligible for reimbursement for tuition, registration fees, non-resident fees, laboratory fees, and other expenses for the satisfactory completion of courses related to current or future positions. Course requests must be approved by the company in advance of enrollment.

[To Top](#)

### **Voluntary Benefits**

MetLife® offers a variety of voluntary benefits that you can purchase with after-tax payroll deductions. Benefits include dental insurance, critical illness insurance, legal services, and vision discount. Benefits include automobile and home insurance

Other benefits include Legal Services, Critical Illness, Hospital Indemnity, and Accident Insurance that you can purchase deductions.

The Benefits for You® Plus Program offers you discounts and an opportunity to save on everyday items from national vendors as computers, electronics, flowers, cars, theme park tickets and more.

[To Top](#)

*Fluor is an equal opportunity employer that recognizes the value of a diverse workforce. All qualified individuals will receive equal employment without regard to race, color, age, sex, sexual orientation, gender identity, religion, national origin, disability, veteran information, or any other criteria protected by federal, state or local law. Learn more about [diversity, equity, and inclusion](#).*