

# Framatome Benefits

We offer a competitive benefits package to meet the diverse needs of all employees and their family members.

**Medical Plans** - Competitive medical plan options including PPO and HDHP to fit your family's needs.

**Flexible Spending Accounts** to set aside money and get a tax benefit for health care and dependent care.

**Dental Plan** offers a choice of 2 provider networks – the Dental PPO and Dental Premier.

**Vision Plan** provides regular eye exams, lenses, frames, and contact lenses as well as for hearing aids.

**Retirement Savings Plan (401k)** before tax Roth and/or after tax contributions through payroll deductions. Company contributes 100% of your contribution up to the first 5%, plus an additional 3% employer contribution for eligible classifications.

**Life insurance** 2 times annual base salary or flat amount of \$50,000 paid by the company.

**Accidental Death and Dismemberment (AD&D)** 3 times annual base salary.

**Supplemental Life and AD&D** for employee, spouse and children - available in \$5,000 increments and may be subject to evidence of insurability. Child life is at a flat \$10,000/child until age 19.

**Short term disability** no cost to the employee. Pays 100% of your pay for a maximum of 12 weeks; 60% for an additional 14 weeks if still disabled after 12 weeks.

**Long term disability** – 2 options for LTD coverage 50% company paid and 60% employee paid subject to evidence of insurability

**Voluntary benefits** - Critical illness at \$10,000, \$20,000 and \$30,000. Spouse and children at 50% and 25% of employee elected amounts, respectfully. Group accident helps to cover personal expenses after injuries to you and/or family members.

**Other benefits** include paid time off for vacation and holidays, education reimbursement, and adoption assistance.