



# WELCOME TO THE WILDMAN FAMILY

## EMPLOYEE BENEFITS

**Employee Referral:** Earn \$2,000 for referring a new hire that stays at least 90 days. Referring employees receive \$1,000 at 90 days and \$1,000 at 180 days.

**Vehicle Purchase:** Earn \$100 towards a vehicle purchase from any dealership we service.

**Cell Phone:** 18% off bill from Verizon or 20% from Sprint.

**Lead Incentive:** Refer a new customer to a sales representative and earn cash once service begins.

**YMCA:** YMCA membership for you and your family. Monthly minimum visit requirements.

**Counseling:** Free confidential counseling available through several local providers.

**Dream Manager:** Wildman has an onsite certified Dream Manager to walk alongside you while you complete and pursue professional and personal dreams.

**Serve Initiative World Outreach Programs:** 5 paid days every other year (or 5 days per year if you recruit an employee who has never gone) set aside to serve. Consider company sponsored trips serving families in the DR or at a local not-for-profit organization.

**Scholarship:** A \$5,000 scholarship awarded annually for employees and their immediate family members to fund continuing education.

**Educational Opportunities:** Right Now Media at Work provides over 5,000 videos about various subjects, including marriage, parenting, leadership, finances, recovery, along with videos for children.

**Marriage Retreat:** This faith-based marriage retreat targets marriages that are needing some encouragement.

**LoveWorks:** The LoveWorks fund was created as a source of financial support to help employees and their families in times of crisis.

**Jury Duty:** Wildman encourages employees to participate in jury or witness duty. Employees will receive up to one week of paid time for jury duty.

**Holidays:** Holidays include New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and day after, and Christmas Day.

**Corporate Apparel & Direct Sales Website:** Wildman employees can purchase quality apparel items, household items, janitorial supplies, and more at discounted rates.

### Other Opportunities:

- Financial Peace Classes
- Discipleship Curriculum
- Language Matters Classes
- Bible Studies

### Employee Discounts:

- Subject to change
- Dunhams
  - Holiday World
  - Ft. Wayne Children's Zoo

## BENEFITS SUMMARY

**Healthcare:** Our group medical plan is available to all full-time employees.

Our medical plan is a consumer-driven high deductible health plan including a Health Savings account to help employees set aside funds to cover eligible health care expenses.

**Dental & Vision:** Comprehensive dental and/or vision insurance is available to all full-time employees. The employee does not need to be enrolled in health insurance to enroll in the dental or vision plans.

**Voluntary Benefits:** Voluntary insurance available for disability, accident, and critical illness. These plans pay cash if you have a serious accident or are diagnosed with a serious illness. Provided on an annual basis.

**MedStat/activate Urgent Care:** Wildman employees and their dependents who are covered by Wildman's health insurance can use MedStat or Activate Urgent Care if they are in need of acute care for minor illnesses/injuries, pharmaceutical services, and/or wellness services. Employees will be responsible for a \$15 co-pay at time of service.

**Life Insurance:** Wildman pays \$20,000 for all full-time employees.

**Supplemental Group Life Insurance:** Full-time employees can purchase additional life insurance coverage for themselves (up to \$150,000), their spouse (up to \$25,000), and their children (up to \$10,000) without proof of good health.

**Long-Term Disability:** Wildman pays for long-term disability for all full-time employees. This replaces 60% of income, up to \$4,000 a month.

**401(k):** Employees who are 21 years of age or older are eligible to participate in Wildman's 401(k) plan after 6 months of employment. Fully vested upon entry. Wildman matches 100% of the first 3% and 50% of the next 2% in eligible compensation deferred.

**Bereavement:** Up to 3 days of paid bereavement leave.

**KISX program:** Keep It Simple Surgery is a surgical and imaging program available for the most common surgical and imaging procedures. If you utilize the program, you will receive your procedure at no cost.

**RX Help Centers:** A concierge prescription drug advocacy service which helps members who are primarily on more expensive brand name and specialty drugs. This program may also help those on prescription drugs.

**Health Savings Account:** A way for members to set money aside to offset the cost of qualifying high deductible health plans and eligible out-of-pocket health care expenses. The HSA is tax free when used towards eligible expenses.

### PTO:

Non-Exempt Employees	After 1 yr	After 3 yrs	After 5 yrs	
4 workdays/week	7 days	12 days	16 days	
5 workdays/week	8 days	15 days	20 days	
Exempt Employees	After 1 yr	After 3 yrs	After 5 yrs	After 10 yrs
4 workdays/week	8 days	12 days	16 days	20 days
5 workdays/week	10 days	15 days	20 days	25 days

PTO hours based on anniversary date.