



# BOMAR

## BENEFITS AT A GLANCE

Our people are the key to our success and the core of everything we do. That's why we offer a comprehensive suite of benefits to provide health and financial security for our Bomar employees and their families\*\*



### FAST ELIGIBILITY

You and your qualifying dependents are eligible for Bomar benefits on your date of hire – no waiting!



### CAREER GROWTH

Bomar is always growing and promotes from within, so full-time employees are offered numerous chances for upward mobility.



### MEDICAL INSURANCE

Program offers 90% coverage in-network once deductible is met and 100% coverage for preventive benefits.



### PAID TIME OFF

As a full-time employee, you qualify for 10+ days of paid vacation, 10 paid holidays, and the option to purchase additional time off annually.



### PAID TRAINING

Bomar offers on-the-job training and various other opportunities to receive educational instruction for full-time and part-time employees.



### HEALTH SAVINGS ACCOUNT

Set aside pre-tax dollars to spend on medical expenses. Unused balance carries forward. Bomar deposits \$1,500 for employees earning less than \$100K/year.



### TUITION REIMBURSEMENT

Qualify for up to 100% tuition reimbursement based on enrollment in one course per semester through select universities.



### VISION PLAN

Select from 4 different vision plans provided by Guardian, each of which covers eye exams, as well as some or all of glasses/contacts cost.



### DENTAL PLAN

Guardian dental plan helps pay for routine checkups and most dental procedures, with \$0 deductible in-network and child orthodontia coverage



### EMPLOYEE ASSISTANCE PROGRAM

Free and confidential counseling & assistance with personal and work-related issues for you and your immediate family.



### 401K PROGRAM

Bomar matches 100% of each dollar you contribute up to 1%, and 50% of each dollar, up to 6% of your pay.



### LIFE & AD&D INSURANCE

Free coverage for amount equal to one year of your annual earnings, with the option to purchase coverage up to 3x your annual earnings.



### AD&D INSURANCE

Employees are eligible for Accidental Death & Dismemberment insurance through Transamerica with cash benefits included.



### DISABILITY INSURANCE

Bomar provides eligible employees with short-term and long-term disability income benefits at no cost.

\*\* This benefit summary provides selected highlights of Bomar employee benefits program. It is not a legal document and shall not be construed as a guarantee of benefits nor of continued employment at Bomar. All benefit plans are governed by master policies, contracts and plan documents. Any discrepancies between any information provided through this summary and the actual terms of such policies, contracts and plan documents shall be governed by the terms of such policies, contracts and plan documents. Bomar reserves the right to amend, suspend or terminate any benefit plan, in whole or in part, at any time. The authority to make such changes rests with the Plan Administrator.