



Team Member Benefits Summary

— Shop Team —

Benefit Type	What You Receive	Eligible
Medical	Medical benefits are offered through Aetna. There is a Base PPO option and a High PPO option to choose from. The plan utilizes the Aetna POS Network. You also have the option of using out-of-network providers at a lesser benefit than in-network.	<p>FT Team Members are eligible for these benefits the 1st of the month following successful completion of a 45 day probationary period.</p>
Dental	Dental benefits include a PPO comprehensive dental plan through United Concordia. Team Members have access to any dentist but benefit financially by using United Concordia participating dentists.	
Vision	BRT paid vision discount program through VSP (for all full-time Team Members) offers up to a 20% discount on eye exams, glass and/or contact lenses at participating providers. Additional EyeMed vision discount program included with Aetna plan participants.	
PTO	All Team Members eligible for Paid Time Off (PTO) are granted the following allotment of hours on January 1 st of each year. 0 - 1 years: 64 hours (<i>prorated based upon date of hire</i>) 1 - 2 years: 64 hours 3 - 8 years: 104 hours 9+ years: 144 hours	
Flexible Spending Account	Allocate up to \$2,650 in pre-tax dollars (via payroll deductions) to use for non-covered medical expenses incurred during the calendar year (<i>Federal allowance may change each year</i>). The BRT, Inc. FSA plan also allows the Team Member to roll over up to \$500 each year, instead of losing it.	
Life Insurance	BRT paid policy in the amount of \$10,000 for all benefit eligible Team Members. No medical questions asked.	
Other	Supplemental benefits are offered through payroll deduction. Plans offered are Accident, Cancer, Critical Illness and Short-Term Disability through AFLAC. These plans provide cash benefits directly to you at times when you need it most. ConnectCare3 is a FREE service available to those who sign up for our medical benefits. CC3 is a nurse navigation, patient advocacy, and wellness service offering highly personalized care. Think of it as a medical concierge service for your health!	
Retirement	Empower Retirement Services administers our 401(k) plan. BRT matches 25% on the first 6% contributed by the Team Member after one year of employment.	
Holidays	8 hours of the Team Member's regular, hourly rate will be paid for the following Holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.	Immediately
Uniforms/ Shoes	A full set of uniforms with weekly cleaning service is provided. Boots are reimbursed up to \$125 once per calendar year.	Immediately

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