



STRAIGHT ARROW PRODUCTS, INC.

2017 - 2018 Benefit Summaries

Our employees are our most valuable asset. That's why at Straight Arrow Products, Inc. we are committed to a comprehensive benefit program that helps our employees stay healthy, feel secure and maintain a positive work-life balance. New employees are eligible for most benefits on the first of the month following 2 full months of employment. Below is an overview of the benefits we offer.

MEDICAL: Capital Blue Cross

We offer employees a Capital Blue Cross PPO plan that provides comprehensive medical and prescription drug coverage. You may access a broad network of providers. Your out of pocket costs are lower when you use in-network providers.

The plan includes a Health Reimbursement Arrangement (HRA) that pays a portion of the plan deductible. Because of the HRA employees with individual coverage are responsible only for the first \$500 of the \$4,000 in-network deductible; those with family coverage are responsible for the first \$1,000 of the in-network deductible. After that Straight Arrow covers all deductible expenses up to \$4,000 for individual and \$8,000 for family coverage.

Employees may waive participation in this benefit and receive an extra monthly payment.

Election	Per Pay Cost
Employee	\$ 0.00
Employee & child(ren)	\$ 95.01
Employee + Spouse	\$135.09
Family	\$208.94

DENTAL: AlwaysCare Dental

The AlwaysCare dental plan covers preventive, basic, major, and orthodontic services. You and each of your covered dependents have \$1,000 in annual benefits; \$1,000 lifetime maximum for orthodontics. There is no waiting period to access covered procedures. Use AlwaysCare network providers to make your dental care dollar go further.

Election	Per Pay Cost
Employee only	\$ 8.64
Employee & spouse	\$ 18.29
Employee & child(ren)	\$ 21.94
Family	\$ 31.58

VISION: Avesis Vision

The Avesis vision plan provides coverage for annual eye examinations, lenses or contacts, and frames. You pay a \$10 copay for an annual eye exam. Allowance for purchase of frames and spectacle lenses. Coverage for contacts in lieu of glasses. Discounts on laser surgery.

Election	Per Pay Cost
Employee only	\$ 1.60
Employee + Dependent	\$ 2.80

Employee + Family	\$ 4.16
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COMPANY-PROVIDED TERM LIFE INSURANCE and Accidental Death and Dismemberment Insurance

- Straight Arrow pays 100% of the coverage.
- One times earnings to a maximum benefit of **\$70,000**
- Benefit paid for medical or accidental death to your designated beneficiary
- Age reductions apply

OPTIONAL WHOLE LIFE INSURANCE -- New York Life (NYL)

- Purchase whole life insurance on yourself, spouse, dependent children and grandchildren
- Coverage amounts up to \$150,000 on you; \$50,000 spouse; and \$25,000 child and grandchild
- 100% employee paid via payroll deduction

401(k) RETIREMENT PLAN

- Eligible after 1 year of service
- Easy to save with payroll deduction
- Variety of investment options to help your money grow
- Employer match

VOLUNTARY BENEFIT OPTIONS—AFLAC

- Disability Income Protection – Provides a source of income during a disability when you can't work.
- Personal Sickness Insurance – covers some out-of-pocket medical costs during a period of illness.
- Accident Insurance – pays cash benefits to you to cover costs resulting from an unexpected injury.
- Cancer and Critical Illness - covers some medical costs incurred for specific serious illnesses.
- Life Insurance--purchase a \$25,000 policy.

SPENDING ACCOUNTS

Medical / Health Care Spending Account

- \$2,600 annual maximum
- Pre-tax savings account to cover health care expense not covered by insurance
- Deductibles, copays, prescription drugs, dental and vision expenses
- Debit card allows you easy access to the funds in your account
- IRS rules allow you to roll over up to **\$500** to the next plan year

Dependent Care Spending Account

- \$5,000 annual maximum
- Pre-tax savings account for elder care and child care expenses.
- Non-residential adult daycare expenses
- Pre-school and after school daycare (up to age 13)
- Full day daycare up to kindergarten
- Plan wisely -- Use it or lose it provision.

TIME OFF

- Vacation, personal days, and sick time
- 9 paid holidays
- Eligible for vacation after 6 months of service
- See handbook for details

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- Confidential counseling available for employees and dependents living in the Lehigh Valley
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- Five in-person counseling sessions per year
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