



HAYDEN
BEVERAGE

Employee Benefits Summary

Plan provided by UMR Health. Full-time, non-seasonal employees are eligible, following 1st day of the month after 60-day waiting period. Includes prescription coverage.

EE Only	\$60.50
EE + Children	\$107.00
EE + Spouse	\$165.00
Family	\$178.50

***Rates per pay period*

Health & Vision Insurance



Dental Insurance

Plan provided by Delta Dental of Idaho. Same eligibility requirements as health & vision Insurance. Preventative maintenance covered at 100%, with other dental work subject to deductible. Includes child orthodontic services.

EE Only	\$11.00
EE + Children	\$25.50
EE + Spouse	\$29.50
Family	\$39.00

***Rates per pay period*

Full-time, non-seasonal employees eligible to participate after 60 day waiting period. Employees can have a specified amount withheld from their paychecks pre-tax for qualified childcare and/or healthcare expenses. Max medical contribution of \$3,050 and \$5,000 for childcare.

Flexible Spending/Dependent Care

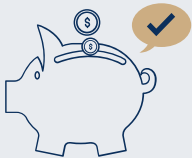


Supplemental Insurance

Plans provided through Colonial Life. Voluntary, supplemental policies offered include disability, accident, additional life, cancer, critical illness, and hospital confinement insurance.

These are company-paid benefits with the same eligibility requirements as the health plan. Life Insurance is a \$15K policy. STD covers time off for non-work related injuries or illness. It's a 7-day wait period, paying up to 13 weeks, at 50% base weekly earnings, up to \$500/week.

Life Insurance Short-Term Disability Accidental Death



401(k) Plan With Match!

Plan provided through Empower. Full-time & part-time employees, at least 21 years of age, eligible after a 6-month period. Auto-enrollment occurs at 3% pre-tax deferral amount. Hayden makes discretionary match of \$.50 on the dollar, up to 4% of your deferral amount.

PTO provided for use of vacation, illness, or personal use. PTO accrual begins following the first 60 days of employment. Accrual based on years of service: 1st year earning 10 days, 2-4 years earning 13 days, 5-11 years earning 18 days, and 12+ earning 20 days.

Paid Time Off



Provided by Ideal 529 Education Plan. You can defer funds post-tax through payroll, to invest in your family's future education or towards payment of past student loans. Hayden provides a discretionary match of up to \$4,000 per employee per year.

529 Education Savings Plan With Match!





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Employee Assistance Program

BPA Health provides EAP services for professional and confidential counseling help for personal problems at no cost to you. Available 24-hours a day, 7 days a week. EAP is also a resource for financial, legal and identity theft services.

In partnership with BPA Health, BetterHelp® offers convenient and direct access to licensed therapists through chat, phone, or video. Anytime!

BetterHelp® Online Therapy



Gym Memberships

After 60 days of employment, you are eligible to be reimbursed a one-time enrollment fee up to \$50, and 50% of monthly dues, up to \$20. Proof of membership must be submitted in order to participate. Proof of gym usage required when requested by HR.

Because we work hard, we also play hard! If you find yourself unable to drive safely, we offer reimbursement for Uber, Lyft, taxi, or other rideshare service in your area. 100% reimbursement for your safe ride home.

Safe Ride Home Program



Free Product

All employees eligible after 60 days of employment. Product is purchased and credits are applied through the Employee Retail Portal. Full-time employees earn \$30/month, and part-time employees earn \$15/month. Max credit balance of \$300. This benefit is subject to federal and state law.

Hayden recognizes & awards employees' long-term dedication. Service awards start at 5 years through 40 years. Awards range from \$500-\$15,000 (depending on time of service) and a watch. Sabbatical periods (minimum 4 weeks) are awarded at 15, 25, 35, & 45 years of service.

Service Awards & Sabbaticals



Perks at Work®

Perks at Work® is an employer discount program that offers access to discounts on 1,000's of products and services, from electronics, appliances, car buying, travel, fitness, and more!

Hayden provides paid childbirth and/or parental leave to eligible employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care. Taken together, this provides new mothers up to 10 weeks and other parents up to 2 weeks of PTO in addition to other leave options. Eligibility after six months of continued employment.

Paid Childbirth & Parental Leave

