

Pinnacle Solutions, Inc. understands that unequivocal excellence requires attracting and retaining high performance people. To that end, Pinnacle provides a comprehensive program designed to provide employees with the opportunity to choose from a variety of benefit options to fit their individual needs and lifestyle.

To enroll or to make election changes please contact the Human Resources department.

### Your Health, Your Way

Medical	Provided by BlueCross BlueShield of Alabama Calendar Year Deductible \$350 individual/\$1050 aggregate family	<u>In network coverage:</u> Office Visits - 100% after \$35 copay Well Child Care Exams - 100% after \$35 copay
Medical Opt Out - Employees will receive a \$150 monthly credit when not electing Medical coverage.		
Prescriptions	Provided by BlueCross BlueShield of Alabama	<u>Participating Pharmacy:</u> Generic Drugs - \$15 copay Preferred Brand Drugs - \$40 copay Other Brand Drugs - \$60 copay
Dental <small>*To elect this plan you must be a participant in the BCBS Health Plan</small>	Provided by BlueCross BlueShield of Alabama Calendar Year Deductible : free for individual/\$75 aggregate family	<u>In network coverage:</u> Basic Diagnostic and Preventive Services covered at 100%
Vision	Provided by VSP Eyecare Plans	<u>In network coverage:</u> One eye exam annually; Frames once every 24 months Contacts in lieu of Frames
Employee Assistance Program	Provided by Lincoln Financial	24/7 web and phone support for work/life issues such as childcare, eldercare, and adoption, relationships, financial issues, and more
Life Insurance and AD&D	Offered through Lincoln Financial at no cost to you	2x salary to a maximum of \$150,000
Additional Voluntary Life Insurance	Offered through Lincoln Financial Funded through payroll deductions	Employee, spouse, and child coverage available

### Take Time Away from Work

Paid Time Off (PTO)	Comprehensive Leave	15 days accrued yearly
Holidays* <small>*Can float holidays, but must be used in same calendar year</small>	New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day	Labor Day Columbus Day Veteran's Day Thanksgiving Day Christmas Day
Bereavement Leave	Paid leave up to 3 days per occurrence per qualified family member.	
Jury Duty Leave	Paid leave up to 10 days per calendar year.	
Long-Term Disability (LTD)	Offered through Lincoln Financial	Coverage begins after 3 months at 60% of salary or \$7,500 monthly maximum
Short-Term Disability (STD)	Offered through Lincoln Financial	Coverage begins on the 1 <sup>st</sup> day of accident or the 8 <sup>th</sup> day of sickness and continues for 13 weeks at 60% of salary or \$1,000 weekly maximum

### Save for your Retirement

401 (k) Offered through Fidelity Investments	<u>Company Safe Harbor Contribution</u> <ul style="list-style-type: none"> <li>100% of the first 3% in eligible compensation</li> <li>50% of the next 2% in eligible compensation</li> </ul> <u>Qualified Matching Employer Contributions</u> <ul style="list-style-type: none"> <li>100% of the next 2% in eligible compensation</li> </ul>	100% vested immediately for all contributions
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### Great Service, Great Rewards

Bonuses	Special awards are given to employees in recognition of their length of service, professional accomplishments, exceptional performance, outstanding contribution that support the company, and profit sharing.
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### Increase Your Professional Value

Education Assistance Program	Employees may be reimbursed 100% of allowable tuition expenses after satisfactory completion of approved course work to a calendar year maximum of \$5,000.
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