



TRICO Companies, LLC
Non-Union Craft Employee Benefits
2020 – 2021

Medical:

On the first day of the month following the month of hire, the full time employee is eligible to enroll in the company's health care plan. The company pays 75% of the health care premium for Non-Union Craft employees as well as their spouse and eligible dependents. There is an option of either a \$3,000 or \$1,000 deductible. Please see the Benefit Selection/Compensation Reduction Form for cost information.

Please contact our MCM AssuredPartners Employee Service Center, (206) 748-9578 or toll-free at (855) 877-4726 or via email at: mcm.TRICO@assuredpartners.com for any questions you may have.

***If you elect to enroll, you must enroll within 30 days of hire or have to wait until the next enrollment period for TRICO medical benefits and you will need to sign a Waiver of Coverage form.**

Long Term Disability (LTD), Life & Accidental Death & Dismemberment (AD&D) - need to be enrolled in Medical Program:

TRICO provides the option to enroll in LTD, Life and AD&D for all craft employees eligible to be enrolled in the Medical Plan. Also, TRICO's current benefit plan includes assistance with obtaining \$15k of Life Insurance and \$15k AD&D Insurance. There is an option to 'buy up' and please see the 'LifeMap' forms in your Employee Benefit Guide for further information on these benefits.

Dental & Vision:

TRICO offers the option to enroll in a Delta Dental Insurance Plan. Please see the 'Delta Dental Benefit Summary' and the 'Benefit Selection Form' for further details.

There is an option to receive vision benefits through the VSP Choice Network in the medical program and through LifeMap. Please see the 'Enrollment Process' and 'Vision Benefits' in your Employee Benefit Guide for additional information.

Paid Sick Leave:

Paid Sick Leave is accrued at the rate of one (1) hour for every 40 hours worked and it begins accumulating at the start of employment. Employees are eligible to use accrued paid sick leave 90 calendar days after the start of employment. There is no cap on the number of paid sick leave hours that may be accrued in a calendar year. If an employee separates from employment, there will not be a financial or other reimbursement to the employee for accrued, unused paid sick leave at the time of separation.

Please see the Employee Paid Sick Leave Notification and Paid Sick Leave Policy for additional details.



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Retirement Plan:

To be eligible for TRICO's 401k Plan, an employee must be age 18 or older, must not be covered by a collective bargaining agreement, not a nonresident alien, and must become an employee as the result of a merger or acquisition. Eligible employees must meet the Plan's Service Requirement before they can enroll. In order to participate in the Plan, an employee must have six (6) months of service and entry dates are January 1, April 1, July 2 or October 1 after meeting eligibility. TRICO matches the first 3% employee salary deferral dollar for dollar and the next 2% at 50 cents on the dollar for a maximum match of 4% for employees deferring 5% or more. **Employer matching contributions are 100% vested immediately.**

Office Operations:

TRICO may not be operating during specific times throughout the year; therefore, the following days may be time off without compensation: Memorial Day, Independence Day (July 5th this year), Labor Day, Thanksgiving Day and the Friday after, December 23rd, December 24th, New Year's Eve and New Year's Day. Should the holiday fall on a weekend, the holiday will be observed on the workday closest to the holiday.

** Please note: TRICO reserves the right to modify benefits at any time*