



Vision. Integrity. Professionalism.

Full-Time  
Regular Employee  
Benefit Program Highlights

Benefit	Description	Eligibility																																																																	
Health Coverage	<p>Employees have four Healthcare plan options as follows:</p> <table border="1" data-bbox="315 386 1281 594"> <thead> <tr> <th>Contribution</th> <th>Premium II</th> <th>Premium I</th> <th>Base</th> <th>Economy</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$120</td> <td>\$80</td> <td>\$50</td> <td>\$20</td> </tr> <tr> <td>EE + Spouse</td> <td>\$240</td> <td>\$175</td> <td>\$105</td> <td>\$65</td> </tr> <tr> <td>EE + Children</td> <td>\$295</td> <td>\$225</td> <td>\$150</td> <td>\$95</td> </tr> <tr> <td>EE + Family</td> <td>\$395</td> <td>\$295</td> <td>\$210</td> <td>\$150</td> </tr> </tbody> </table> <p>This table reflects In-Network features only</p> <table border="1" data-bbox="315 684 1281 1010"> <thead> <tr> <th>In Net</th> <th>Premium II</th> <th>Premium I</th> <th>Base</th> <th>Economy</th> </tr> </thead> <tbody> <tr> <td>Deductible – Ind</td> <td>\$250</td> <td>\$500</td> <td>\$750</td> <td>\$1000</td> </tr> <tr> <td>Ded – Fam</td> <td>\$750</td> <td>\$1500</td> <td>\$2500</td> <td>\$3000</td> </tr> <tr> <td>Benefit</td> <td>80%</td> <td>80%</td> <td>80%</td> <td>80%</td> </tr> <tr> <td>MOP – Ind</td> <td>\$1000</td> <td>\$1500</td> <td>\$2250</td> <td>\$3000</td> </tr> <tr> <td>MOP - Fam</td> <td>\$3000</td> <td>\$4500</td> <td>\$7500</td> <td>\$9000</td> </tr> <tr> <td>Co-pay</td> <td>\$15</td> <td>\$20</td> <td>\$25</td> <td>\$30</td> </tr> <tr> <td>Life Max</td> <td>\$1M</td> <td>\$1M</td> <td>\$1M</td> <td>\$1M</td> </tr> </tbody> </table>	Contribution	Premium II	Premium I	Base	Economy	Employee	\$120	\$80	\$50	\$20	EE + Spouse	\$240	\$175	\$105	\$65	EE + Children	\$295	\$225	\$150	\$95	EE + Family	\$395	\$295	\$210	\$150	In Net	Premium II	Premium I	Base	Economy	Deductible – Ind	\$250	\$500	\$750	\$1000	Ded – Fam	\$750	\$1500	\$2500	\$3000	Benefit	80%	80%	80%	80%	MOP – Ind	\$1000	\$1500	\$2250	\$3000	MOP - Fam	\$3000	\$4500	\$7500	\$9000	Co-pay	\$15	\$20	\$25	\$30	Life Max	\$1M	\$1M	\$1M	\$1M	<p>Coverage begins the first day of the month following 30 days of continuous employment (subject to pre-existing conditions).</p>
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Rx Coverage	<p>Offered as part of Health Coverage at no additional cost. Co-pay depends on type of medication: Generic, Brand Preferred, or Brand Non Preferred.</p> <table border="1" data-bbox="315 1136 1232 1251"> <thead> <tr> <th>Prescription</th> <th>Generic</th> <th>Brand-P</th> <th>Brand-NP</th> </tr> </thead> <tbody> <tr> <td>Retail 30 day</td> <td>\$10</td> <td>\$35</td> <td>\$50</td> </tr> <tr> <td>Mail 90 day</td> <td>\$20</td> <td>\$70</td> <td>\$100</td> </tr> </tbody> </table>	Prescription	Generic	Brand-P	Brand-NP	Retail 30 day	\$10	\$35	\$50	Mail 90 day	\$20	\$70	\$100	<p>Same as Health Coverage</p>																																																					
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Dental Coverage	<p>Offered as part of Health Coverage at no additional cost:</p> <ul style="list-style-type: none"> <li>Individual Annual Deductible of \$100</li> <li>Individual Annual Maximum of \$1000</li> <li>Diagnostic and preventative care is covered at 100%</li> <li>Basic restorations, such as fillings, root canal, and extractions covered at 80%</li> <li>Major restorations, such as crowns, dentures, and bridges covered at 50%</li> </ul>	<p>Same as Health Coverage</p>																																																																	
Cafeteria Plan	<p>The Flexible Spending Program allows an individual to set aside pre-tax dollars for health care and dependent care expenses, including Health Plan employee contributions. (FSA account maximum \$5,000; Minimum \$100)</p>	<p>Immediately</p>																																																																	
Life Insurance	<p>Hunt offers basic and voluntary life insurance coverage:</p> <ul style="list-style-type: none"> <li>Basic life insurance and AD&amp;D are provided at no cost to the employee equivalent to two times the annual base salary for each concept.</li> <li>You may purchase additional voluntary life insurance and AD&amp;D coverage for you and your dependents; the cost depends on the selected coverage and the employee's age.</li> </ul>	<p>Same as Health Coverage</p>																																																																	

Benefit	Description	Eligibility
Sick Leave	Eligible employees are provided with seven days of paid sick leave at the start of each year in order to give you replacement compensation in the event that you need to be absent from work due to your own non-work related injury or illness. These days may not be carried over nor are they cumulative or transferable.	Immediately
Short Term Disability	STD coverage is offered at no cost to the employee: <ul style="list-style-type: none"> <li>• Covers non-work related injuries or illnesses</li> <li>• Applies to disabilities lasting 8 or more days</li> <li>• Benefits paid at 100% of base salary</li> <li>• Up to a maximum of \$13,500 / month</li> <li>• Payable from the first day of absence</li> <li>• Up to a maximum of 180 days</li> <li>• Requires that sick leave balance be exhausted first</li> </ul>	Same as Health Coverage
Long Term Disability	LTD coverage is offered at no cost to the employee: <ul style="list-style-type: none"> <li>• Covers non-work related injuries or illnesses</li> <li>• Applies to disabilities lasting more than 180 days</li> <li>• Benefits paid at 66.66% of base salary</li> <li>• Up to a maximum of \$13,500 / month</li> </ul>	Same as Health Coverage
Employee Assistance (EAP)	EAP is offered at no cost to employees: <ul style="list-style-type: none"> <li>• Easy access to Master's – and PhD – degreed clinicians – toll free, 24/7</li> <li>• Up to 3 face to face confidential sessions per year.</li> <li>• Personal answers (wide range of topics, such as stress, family or marital conflicts, etc...)</li> <li>• Legal answers (buying a home, divorce, adoption)</li> <li>• Financial answers (retirement planning, budgets, debt, etc...)</li> <li>• Use of these services is completely confidential.</li> </ul>	Same as Health Coverage
401(k)	Hunt offers a 401k Plan with immediate eligibility: <ul style="list-style-type: none"> <li>• Employees may contribute 1% to 60% of base salary up to the maximum IRS deferral amount</li> <li>• Employees are automatically enrolled at 4% deferral</li> <li>• Hunt matches 50% on 4% for the highly compensated and 100% on 4% for the non-highly compensated</li> <li>• Employer match credited once a year</li> <li>• Traditional and Roth deferral options are available</li> <li>• There is no FICA limit for employee deferrals</li> <li>• Employee has immediate vesting on all deferrals</li> </ul>	Immediately
Educational Assistance	Hunt offers an Educational Assistance Program: <ul style="list-style-type: none"> <li>• Reimburses up to the total maximum annual reimbursement of \$5,250.00</li> <li>• Applies to college course work, certifications, and CE</li> <li>• Reimbursement reduced by financial aid</li> <li>• Must maintain C or better to be eligible</li> <li>• The educational content must apply to current job</li> <li>• Professional examinations reimbursed for 1<sup>st</sup> and 2<sup>nd</sup> attempts only</li> <li>• Preparatory review courses reimbursed up to \$1000 per attempt</li> </ul>	After completing probationary period or 6 months of service
Benefit	Description	Eligibility

Vacation Schedule	Vacation eligibility depends on non-managerial or managerial classification		
	<b>Tenure</b>	<b>FTR Employee</b>	<b>Upper Leadership</b>
	1 to < 5 yrs	10	15
	5 to < 10 yrs	15	+1 day/ yr
	10 to < 15 yrs	+ 1 day/ yr	20
	15+ yrs	20	20
	New employees accrue vacation in hour increments but must complete 6 months of service prior to eligibility		
Holidays	New Years' Eve Day New Year's Day President's Day Memorial Day Independence Day	Labor Day Thanksgiving Day Day After Thanksgiving Day Christmas Eve Day Christmas Day	Immediately

This summary is intended to highlight some of the features of our benefit program and is NOT intended to replace the official documents. You must refer to the summary plan descriptions or other plan documents to obtain full benefit details. These documents can be obtained from a representative of your local human resources department.

**Rev. 03/17/11**