

Qualitrol Company Highlights

Qualitrol offers a comprehensive and competitive benefits package designed to improve the quality of life for our associates. That means offering more than medical and dental coverage. We strive to meet the changing needs of our diverse workforce with matching 401k, tuition reimbursement, flexible spending accounts, and much more.

This pamphlet contains general information for prospective new associates about our company's benefit plans. It does not contain all of the detailed provisions of the plans and policies. The company reserves the right to change or modify these benefits at any time.

Who can be covered?

All regular full-time or part-time associates working at least 20 hours per week and their eligible dependents may participate in Qualitrol benefit programs.

Your eligible dependents include:

- Legally married spouse;
- Unmarried children under age 19; and
- Unmarried children up to age 25 if they are full-time students.

You may participate in Qualitrol's health, life and disability benefit plans effective on your first day of employment.

Holidays

Qualitrol offers 10 or 11 paid holidays per year.

Vacation

Qualitrol provides paid annual vacation which is based on your length of service with the Company.

- 1-4 Years 2 Weeks per year
- 5-14 Years 3 Weeks per year
- 15+ Years 4 Weeks per year

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Benefit Highlights



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A Division Of:



Medical Coverage

Qualitrol Company offers competitive medical coverage packages through either Aetna or Anthem Blue Cross Blue Shield with options to meet your individual needs, depending on your location. Associates in our Fairport, NY office may also select an HMO option.

Aetna or Anthem BCBS 90/10 PPO

After meeting an annual deductible, associates choosing this plan pay for 10% of in-network services utilized, and they are not required to designate a Primary Care Physician.

Aetna or Anthem BCBS 80/20 PPO

After meeting an annual deductible, associates choosing this plan pay for 20% of in-network services utilized, and they are not required to designate a Primary Care Physician.

Preferred Care HMO (health maintenance organization)

Associates choosing this plan will select a Primary Care Physician from the network to manage their care. Associates will pay co-pays when service is rendered.

Prescription Coverage

The medical plan options provide associates with prescription drug discounts for either Retail or Mail Order Pharmacy.

Vision Coverage

Associates opting for the Vision Service Plan (VSP), will receive benefits for eye exams, glasses and corrective contact lenses through a national network of private practice optometrists and ophthalmologists. Discounts and savings are also available on other services provided in the VSP network. Associates may also use out-of-network providers at a slightly higher cost.

Dental Coverage

Dental coverage is provided by Cigna Healthcare Preferred Provider Organization (PPO).

You are required to pay a deductible for most services before the plan will pay a percentage of your covered expenses. There is an annual benefit of \$1,500.

Cigna has contracts with dentists nationwide. Participating dentists agree to charge lower fees, which will generally lower your out-of-pocket payment for services. You are still free to use any dentist of your choice – you do not have to choose a network dental office at enrollment.

Short-Term Disability (STD)

If you become disabled and are unable to work, you may be eligible to receive partial salary continuation for up to 26 weeks. This is a company-paid benefit.

Long-Term Disability (LTD)

If you enroll in this voluntary benefit, become seriously disabled, and are unable to work, LTD is designed to continue a percentage of your income. Benefits are payable after 180 consecutive days of disability at 60%.

Accidental Death & Dismemberment

You can purchase AD&D insurance for yourself in increments of 1, 2, 3, 4 or 5 times your annual salary at low group rates.

Associate Basic Life

Associate Basic Life is equal to 1 ½ time your annual earnings. This is a company-paid benefit.

Voluntary Life Insurance

You may also elect Additional Life Insurance coverage for yourself, spouse and dependent children at low group rates.

Qualitrol Savings Plan

401(K) Feature

You are eligible to participate in the plan on your date of hire. The plan allows you to contribute up to 20% of your pre-tax earnings into a tax-deferred savings account.

Employer Match

Qualitrol will match 50 cents on the dollar up to 6%, after associate has completed 1 full year of service.

In addition, after one year of service, Qualitrol will make a separate 3% contribute of your eligible compensation per year to your plan account.

You are 100% vested in your own pre-tax savings account. Employer match vesting is 100% after three (3) years of service.

Education Reimbursement

Qualitrol encourages you to continue your education by taking courses of study to help in your work. The appropriate paperwork must be completed and approved by your Supervisor and Human Resources, prior to enrollment. Upon approval, the company will refund tuition and registration fees. The cost of books will also be reimbursed at 50% if a grade of A or B is achieved.

Flexible Spending Accounts

Increase your take-home pay and lower your taxes by participating in our Health Care and/or Dependent Care Spending Accounts.