

**Triune Group**  
**BENEFITS OVERVIEW**

Triune Group provides its full time employees with a competitive range of benefits for the employee and their immediate family. These benefits include:

<b>Vacation Time</b>	Year 1-2 = 2 weeks (10 Days) per year accrued per pay check. Year 3-7 = 3 weeks (15 Days) per year accrued per pay check. Year 8 Plus = 4 weeks (20 Days) per year accrued per pay check.
<b>Personal Leave</b>	40 hours on a pro-rated basis annually.
<b>Holidays</b>	New Years Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.
<b>Health Insurance</b>	Triune employees and their families are eligible for comprehensive healthcare coverage. For further details, please contact a Triune benefits representative.
<b>Dental Insurance</b>	Triune employees and their families are eligible for dental care.
<b>Disability Insurance</b>	Triune Group provides both Short & Long term disability insurance. On Short Term Disability, an employee will receive 70% of weekly earnings to a maximum of \$1,150 per week. On Long Term Disability, an employee will receive up to 60% of basic monthly earnings to a maximum of \$6,000 per month.
<b>Life Insurance</b>	Life insurance is provided at coverage equal to twice your annual salary to a maximum of \$200,000 up to age 65.
<b>Retirement Plan</b>	Triune Group offers a 401(k) retirement plan. Triune Group provides a safe harbor matching contribution equal to 100% of your elected deferrals that do not exceed 4% of your compensation.
<b>Tuition Assistance</b>	Triune Group offers tuition assistance for employees pursuing undergraduate and graduate degrees after one year of employment and management approval.
<b>Cafeteria Plan</b>	Triune Group offers three distinct funds to provide for various health care and dependent care expenses: <ol style="list-style-type: none"> <li>1) Flexible Spending Account: A medical spending account that allows before-tax dollars to be set aside to pay for medical expenses that are not paid by insurance, employer or reimbursed by any other source. Reimbursements must be requested for services which occur within the plan year.</li> <li>2) Health Reimbursement Arrangements (HRAs): HRA reimburses employees for qualified medical care not reimbursed by an employer's health plan. Triune contributes a pre-determined amount to an account on your behalf.</li> <li>3) Dependent Care Assistance Account: This allows the employee to set aside before-tax dollars to pay for day care expenses for children under the age of 13. A maximum of \$5,000 can be set aside each plan year for married couples filing joint tax returns and single head of household tax returns.</li> </ol>