

SEMLER INDUSTRIES, INC.

Employee Benefits Overview

Supporting the people who power our performance.

Health & Insurance

- Medical Insurance – Blue Cross Blue Shield of Illinois (5 plan options)
- Employer covers 65% of employee premium / 35% dependent premium
- Dental Insurance – Principal (50% employer-paid employee premium)
- Vision Insurance – VSP (Two exams annually, \$10 exam copay)

Financial Protection

- Company-paid Life Insurance – \$50,000 for full-time employees
- Optional Life Insurance (employee, spouse & dependents)
- Short-Term Disability – 60% earnings (up to \$2,500/week)
- Long-Term Disability – 60% earnings (up to \$10,000/month)
- 401(k) Match – 100% of first 3% + 50% of next 2% contribution

Time Away From Work

- Vacation accrual based on years of service:

Years of Service	Vacation
91 days – 1 year	1 Week (5 Days)
1 – 4 Years	2 Weeks (10 Days)
5 – 9 Years	3 Weeks (15 Days)
10+ Years	4 Weeks (20 Days)

- 8 Full-Day Holidays & 2 Half-Day Holidays
- Sick Time – 1 hour per 40 hours worked (up to 40 hours annually)

Additional Benefits & Perks

- Employee Assistance Program (Magellan Group)
- Pet Insurance
- Transit Benefit Program (Pre-tax commuter savings)
- Voluntary Accident & Critical Illness Coverage
- Discretionary Bonus Program
- Monthly Engagement Events & Annual Company Celebrations