



Hiossen Employee Benefits Details 2020

Health Benefits (eligible after 1 month of service)

Medical	Dental	Vision
Cigna HRA Open Access Plus	Cigna DPPO	Cigna Vision
Employee, Dependent, and Prescription coverage	\$50 Calendar Year deductible/ \$150 family	Employee and Dependent Coverage
<i>High Deductible plan - Employee only is responsible for first \$500</i>	Co-Pays on various procedures 20% Type 2 Procedures; 50% Type 3 Procedures	Eye exam, inclusive of dilation at participating providers
<i>Coverage for You and Your Family - Employees responsible for first \$1,000 expenses</i>	\$3,000 - annual benefit maximum * Orthodontics not included	Spectacle lenses covered after \$25 co-pay included

Life Insurance Benefits (eligible after 1 month of service)

Basic Life Insurance	Accidental Death and Dismemberment	Supplemental Life	Supplemental Dependent Life
Company Paid 85 %	Company Paid 85 %	Voluntary Employee Paid	Voluntary Employee Paid
1x Annual Salary	1x Annual Salary	Based on age and amount	Spouse up to \$250K Children up to \$10K
\$50K maximum	\$50K maximum	\$500K maximum	Depends on Insurance limits

Disability and Illness Benefits (eligible after 1 month of service)

Short-Term Disability	Long Term Disability plan
Company Paid 85 %	Company Paid 85 %

Retirement Benefits (eligible after 6 month of service)

401(k) Plan-Before tax contributions	Eligible after 6 months of service and only in January or July
Up to 2% company Match (Support)	Eligible after 6 months of service and only in January or July

Work-Life Balance Benefits

While working hard at your job, you are also taking care of all you need to do in life. Hiossen has a variety of programs designed to help you stay in balance between work, family and personal time.

SICK TIME/ PAID TIME OFF (PTO) (eligible from employment start day)

9 Days of Sick Time Per Year (72 hrs)	0-1 Yrs = 6 PTO Days accrued at 1.85 hrs per pay
	1-4 Yrs = 11 PTO Days accrued at 3.38 hrs per pay
	5-9 Yrs = 14 PTO Days accrued at 4.31 hrs per pay
	10+ Yrs = 16 PTO Days accrued at 4.92 hrs per pay

SICK TIME WILL BE PRORATED FROM EMPLOYMENT START DATE.

HOLIDAYS (eligible from employment start day)

9 Holidays Per Year (New-year, MLK Day, Memorial, Indep, Labor,Thanksging, Day after ThanksGiving, X-Mas Eve, X-Mas)

Job Assignment Benefits

In order to support job specific requirement, additional benefits will be provided to accommodate performance and productivity. Company will review actual working situation to meet the individual job function and assignment.

TRANSPORTANTION	MOBILE COMMUNICATION	SALESFORCE ALLOWANCE
Actual mileage and Gas expenses	\$50 -\$100 Monthly	\$200~ \$500 Monthly
Based on Company mileage & per diem policy	Partial expenses subsidy for mobile usage	Sales assignment and workforce subsidy for regular outside sales assignment

Respect for our Employee

When joining Hiossen, you're joining a Company that has set its goal to become the Number 1 company in the Dental Implant Industry. We believe in our people and realize that our success is a direct result of our employee's commitment.