






Benefit Summary Sheet

This is a brief description of Company benefits for eligible employees, which begin on date of hire. Please note that ESG reserves the right to modify any benefit programs, at any time, at its sole discretion. Contact HR for additional info.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
 Medical Insurance	Harvard Pilgrim HMO or PPO plan with \$0 deductible	Yes; % varies
 Flexible Spending Account	Medical FSA Dependent Care FSA	N/A
 Dental Insurance	Delta Dental PPO w/ rollover maximum	Yes; % varies
 Vision Insurance	EyeMed Vision	N/A
 Disability Insurance	Short-Term and Long-Term Disability 60% of covered earnings	100%
 Basic Life & AD&D Insurance	1 x Annual Salary to a maximum of \$400,000	100%
 Voluntary Life & AD&D Insurance	Option to purchase additional life ins for yourself, your spouse and/or child	N/A
 401(k) Retirement Plan	Contribute 1% - 100% of salary either Pre-Tax or Roth	Annual discretionary match
 Open Paid Time Off	Flexibility to take time as needed	100%
 Holidays	9 Paid Holidays	100%
 Paid Parental Leave	Up to 6 consecutive weeks for both mothers and fathers	100%
 Educational Assistance Program	Assistance paying certain outside educational opportunities	Up to \$6,000 per calendar year
 Employee Assistance Program	Confidential counseling and referral service	100%
 Milestone Recognition Bonus	Every fifth year of employment, receive \$100 for every 1 year	100%
 YMCA Corporate Membership	Subsidized rate for individual membership to Norwell office YMCA	66% (HPHC members also receive \$150 annual reimbursement)