

2022 Benefits & Programs



Merchants is an **AMAZING** Company to Work for – And We Pride Ourselves on Offering Quality Benefit Programs* that are Comprehensive, Flexible and Affordable for You and Your Families!

**All Benefits Listed Are Effective The First Of The Month Following Date of Hire, Except Our Retirement Plan That Is Effective Immediately.*

Health Insurance

We offer two self-funded medical plans provided through HealthPlans, Inc.

Our PPO HRA plan is coupled with a health reimbursement arrangement (HRA) that offsets out of pocket medical deductible expenses.

Our PPO HSA plan offers a health savings account (HSA) that is funded by Merchants but can also be funded on a pre-tax basis by employees.

An opt-out benefit is offered to those who are covered under another medical insurance plan. The incentive is \$80.00/pay period or \$2,080 over a 12-month period.

*Domestic Partner coverage is available.

Medical Plan Bi-Weekly Employee Contribution

	PPO with HRA	PPO with HSA	HSA/HRA Contribution
Employee	\$86.25	\$59.65	\$28.84
Employee +1	\$165.66	\$111.87	\$57.69
Employee +2 or More	\$246.77	\$170.60	\$57.69

*A premium surcharge will be applied for all tobacco users

**Financial Aid available for eligible employees earning less than \$45,000 annually

Flexible and **Dependent** care spending accounts are available to maximize pre-tax savings opportunities.



Dental

Dental insurance is offered through Delta Dental. Select from a Core plan, or upgrade to the Ortho Plus plan.

Dental Plan Bi-Weekly Employee Contribution

	Core Plus	Ortho Plus
Employee	\$5.95	\$8.58
Employee +1	\$10.22	\$15.27
Employee +2 or More	\$16.43	\$28.56



Vision

Vision coverage is offered through EyeMed.

Vision Plan Bi-Weekly Employee Contribution

Employee	\$3.08
Employee +1	\$5.83
Employee +2 or More	\$8.57

Life & Disability Insurance

Employer paid basic life insurance and short-term disability. Long-term disability also available; premiums are shared at a rate of 50%. Voluntary life also offered for all family members at a group rate.

But **WAIT**, there are even more reasons to join Merchants!

401K – Start Contributing Day 1

Choose from traditional or Roth contributions. Earn a 3.5% match when you contribute at least 6%. Vesting is 25% each year over four years.

PTO – Maximize Up To 5 Weeks

- Earn paid time off at a rate of 120 hours per year
- Enjoy 9 company holidays and 2 floating holidays
- Earn up to two days of additional PTO through wellness incentives
- Take care of yourself with 3 sick days

Bonus

Annual bonus plan up to 10% of gross compensation plus performance-based merit increases.



Your Wellbeing Matters!

- **\$250 per year** reimbursement for healthy activities
- **\$75 per year** incentive for preventive health screenings to stay **HEALTHY!**
- **Lunch n' Learns** - we bring in the experts on health, finances, real estate and **MORE!**
- **Join the FUN** – participate in on site yoga or nutrition and weight management education.
- **Restore Program** – direct access at no cost to a Merchants-Certified Nutritionist, Personal Trainer, Life Coach, or Therapist.

Keeping You Engaged!

Professional Development

- MerchantsIQ
- FleetIQ
- LearnIQ
- Merchants Academy
- Tuition Reimbursement
- Mentorship Program

Employee Recognition

- INNOV8 Awards
- CELEBR8s

Community Engagement

We have lots of organizations that we love helping – we give you **16 Volunteer Hours** to use as you see fit!

Additional Incentives that Make Merchants GREAT!

- Casual Dress Code
- Standing Desks
- Onsite Gym
- Engagement Committee
- Referral Bonus \$2,000 per Eligible Hire
- Free Car Washes
- Discounts on Vehicle Purchases
- Passenger Van Rental Discounts & Auto Detailing
- Partner Discounts