



Benefits Sheet

Full-time employees are eligible for insurance benefits with coverage starting on the 1st of the month following 30 days of employment. More information and the prices of these plans can be found in our benefits guide and our company handbook.

Medical Insurance

Olivier International provides two comprehensive medical insurance plans by United Healthcare.

The two options for Medical Insurance coverage are as follows:

Option 1: Copay Plan

Option 2: No Copay

Olivier International and the employee share this cost.

Dental Insurance

Olivier International offers a Voluntary PPO Dental Plan through United Healthcare. Olivier International and the employee share this cost.

Vision Insurance

Olivier International offers a Voluntary Choice Plan through the United Healthcare. Employees are responsible for 100% of the premium.

Short-Term & Long-Term Disability Insurance

Olivier International pays the entire premium for STD. This insurance provides employees protection from lost wages in a disabling off-the-job accident or illness. Employees can elect LTD coverage in the event a STD claim will last longer than the maximum amount of time. LTD is provided on a voluntary, 100% employee paid basis.

Life Insurance

Olivier International provides basic life and accidental death and dismemberment insurance coverage of \$50,000 to each eligible employee at no cost. Supplemental life insurance can provide extra coverage that basic life insurance may not offer. Employees can elect extra amounts of coverage based on needs for themselves, their spouse, and their child(ren). Review Olivier International's Benefits Guide for more details on this plan.

401k

Full-time employees will be eligible to participate in our 401(k) on the first of the month following their one-year anniversary at Olivier International and are fully vested from the time they begin participating in the plan. Employees can contribute with a specific dollar amount or by a percentage of their income transferred directly from their paycheck, up to limits established by the IRS annually, with before-tax contributions. If employees have a pre-existing 401(k), they can roll it over into Olivier International's 401(k) plan.

Paid Time-off

After completion of one year and through five years of service, employees receive 10 days or 80 hrs of PTO per year.

For six years through ten years of service, employees receive 15 days or 120 hrs of PTO per year. PTO will expire at the end of each year will not be carried over into a new PTO period.

Olivier International grants paid holidays to all eligible employees. The definition of an eligible employee is a regular full-time employee after 30 days of employment.

- New Year's Day (January 1)
- Mardi Gras (Louisiana employees only)
- Good Friday (Friday before Easter)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving (fourth Thursday in November)
- Friday after Thanksgiving
- Christmas Eve (December 24)
- Christmas (December 25)