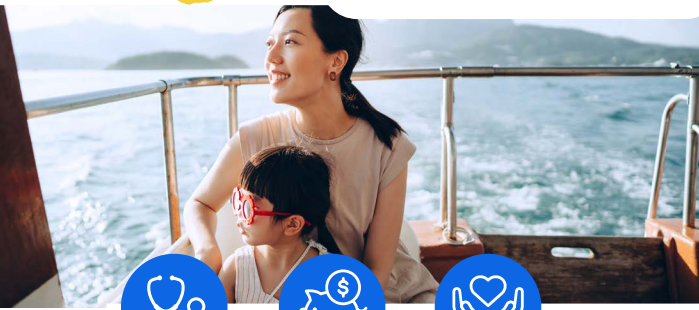


# EXPLORE Our Benefits

2025 BENEFIT OVERVIEW



Health



Financial



Work-Life

Victor is proud to be a benefit-rich agency offering a broad variety of benefits to our employees. It has always been a key focus of Victor to ensure that our employees are well taken care of.

## BENEFITS ELIGIBILITY

Employees who are regularly scheduled to work 30 or more hours per week are eligible for benefits on the first of the month following date of hire. Employees may also enroll their eligible family members in the plans they choose for themselves. Eligible family members include:

- Legal spouse or California registered domestic partner (RDP)
- Legal child(ren): includes natural, adopted or foster child(ren), stepchild(ren), RDP's child(ren) or any child for whom the employee has legal custody. Maximum age limit differs between coverages.
  - Medical and voluntary life/AD&D: up to age 26, regardless of student or marital status
  - Dental: up to age 26, regardless of student or marital status
  - Vision: up to age 26, regardless of student or marital status

Financially dependent disabled children who have reached the maximum age limit may continue on medical/dental/vision coverage

## Medical Plans

Victor offers employees a choice of three different PPO medical plans through Blue Shield of CA. All plans include comprehensive medical care, prescriptions and many resources and tools to help employees maintain a healthy lifestyle.

- Blue Shield of CA 1500 PPO
- Blue Shield of CA 750 PPO
- Blue Shield of CA 3300 PPO – Health Savings Account (HSA) compatible

## Dental Plan

Victor offers a PPO dental plan through Delta Dental. The plan provides coverage for preventive, basic and major services as well as orthodontia.

## Vision Plan

Vision coverage is available through EyeMed and covers eye exams, lenses, frames and contacts. The plan also offers special discounts on many non-covered services.

## Employee Assistance Program (EAP)

Employees and their eligible family members are provided with the EAP at **NO COST**. This program provides confidential, round-the-clock assistance that helps employees balance the demands of work, life and personal issues. The EAP is available 24/7/365.

## Life and Accidental Death & Dismemberment (AD&D)

Basic life and AD&D coverage is a flat \$50,000 and is provided to employees at **NO COST**. Employees also have an opportunity to purchase additional voluntary life and AD&D coverage at group rates through payroll deduction.

Voluntary options include:

- **Employee:** \$10,000 increments up to a maximum of \$500,000 (not to exceed five times your annual salary)
- **Spouse/RDP:** \$5,000 increments up to a maximum of \$250,000
- **Child(ren):** Increments of \$2,000 up to a maximum of \$10,000

**Evidence of Insurability (EOI):** Employees do not need to provide EOI to elect up to \$150,000 or five times their annual salary, whichever is less, for themselves. Employees may also elect up to \$50,000 on their spouse and up to \$10,000 on their children without providing EOI. Employees who want to elect higher amount(s) will need to submit EOI to the insurance company for approval before coverage becomes effective.

**Employees who currently have voluntary life insurance:** Employees may elect to increase their own coverage amount up to \$20,000 without providing EOI. Employees who currently have voluntary life insurance on their spouse may elect to increase their coverage amount up to \$10,000 without providing EOI.

Employees who do not enroll in voluntary life insurance as a new hire will have to provide EOI for any coverage they elect later.

**Note:** If an employee and their spouse are both employees of Victor, they may not cover their spouse on the voluntary life/AD&D plan. The employee voluntary AD&D benefit may exceed the life insurance amount, but an employee and spouse must be enrolled in some minimal level of voluntary employee life and voluntary spouse life insurance to add the AD&D coverage.

## Travel Assistance

Employees are provided with the travel assistance program at **NO COST**. The program provides a wide array of travel assistance services to employees who are traveling 100 miles or more away from home for business or personal reasons. Assistance is available 24/7/365.

## 2025 Benefit Costs

Employee contributions are taken from 24 out of 26 paychecks each year.

MEDICAL (Blue Shield of CA) Per Paycheck*			
Coverage Tier	Employee pays	Victor pays	
<b>1500 PPO</b>			
Employee Only	\$22.00	\$400.66	
Employee + 1	\$124.00	\$721.32	
Employee + 2 or More	\$186.00	\$1,081.98	
<b>750 PPO</b>			
Employee Only	\$112.00	\$336.82	
Employee + 1	\$252.00	\$646.08	
Employee + 2 or More	\$377.00	970.13	
<b>3300 PPO HSA</b>			
Employee Only	\$41.00	\$381.66	
Employee + 1	\$207.00	\$638.32	
Employee + 2 or More	\$309.00	\$958.98	
DENTAL (Delta Dental) Per Paycheck*			
Coverage Tier	Employee pays	Victor pays	
Employee Only	\$4.08	\$15.53	
Employee + 1	\$8.75	\$32.43	
Employee + 2 or More	\$15.16	\$53.47	
VISION (EyeMed) Per Paycheck*			
Coverage Tier	Employee pays		
Employee Only	\$3.26		
Employee + 1	\$5.87		
Employee + 2 or More	\$8.41		
VOLUNTARY LIFE Per Month**			
Employee & Spouse/RDP (rates per \$1,000) <i>Spouse rates based on Employee age</i>			
Age	Rate	Age	Rate
Under 25	\$0.050	50-54	\$0.409
25-29	\$0.060	55-59	\$0.643
30-34	\$0.080	60-64	\$1.012
35-39	\$0.094	65-69	\$1.813
40-44	\$0.139	70+	\$3.253
45-49	\$0.234		
Child(ren)			
\$0.108 per \$1,000 (rate covers all eligible children)			
VOLUNTARY AD&D Per Month**			
\$0.022 per \$1,000			

\*Contributions toward the cost of health care coverage are automatically deducted from paychecks **before** taxes are calculated.

\*\*Contributions toward the cost of voluntary life and AD&D coverage are automatically deducted from paychecks **after** taxes are calculated.