

# BENEFITS

## AT A GLANCE

www.esacinc.com

### WORLD CLASS BENEFITS

- HEALTH INSURANCE
- DENTAL INSURANCE
- VISION INSURANCE
- SHORT/LONG TERM DISABILITY
- PAID TIME OFF (PTO)
- FLEXIBLE SPENDING ACCOUNTS
- LIFE INSURANCE
  
- 401K PLAN
- PROFIT SHARING
- EDUCATIONAL BENEFITS

### THE BENEFITS OF WORKING AT ESAC

In addition to a rewarding work environment, we recognize that your total compensation package is a critical factor in your decision to work at ESAC. With this in mind, we have designed a benefits package that recognizes that our employees are our most valuable asset. To stay competitive and attractive to exceptionally talented employees like you, we continually update these benefits.

### HEALTH AND WELLNESS BENEFITS

Health Plan: ESAC offers a comprehensive health benefit package composed of a complete health, dental and vision insurance plan. ESAC also offers long and short term disability coverage.

Paid Time Off: ESAC offers a generous PTO plan. PTO starts at 4 weeks (20 days) in your first year. PTO increases in the second year to 22 days, in the third year to 24 days, and to 25 days in your fourth year.

Flexible Spending Accounts: ESAC offers flexible spending accounts for employee use on qualified expenses.

Life Insurance: ESAC employees are covered by a company-sponsored life insurance policy.



### FINANCIAL BENEFITS

401(k): ESAC will make a matching contribution of up to 4% of your salary.

Profit Sharing: ESAC has a profit sharing plan based on the performance of the company.

Educational Benefits: ESAC has a tuition reimbursement plan. ESAC also offers employees the opportunity to attend conferences and seminars based on applicability to company and customer objectives.