

CAREER BENEFITS WITH PFG PRECISION OPTICS

Not only do you gain the benefit of learning a skilled craft, but our Company provides a variety of benefits for our employees and their families.

Medical Insurance

Coverage includes an 80/20 split after the deductible is met, in addition to prescription drug coverage. PFG covers 95% of employee premium leaving only 5% due by the employee. Family coverage is offered and available for an additional premium paid 100% by the employee. Option is available for pre-tax benefits. Eligible after 90 days of employment.

Telemedicine

Get access to a board-certified physician 24/7/365 with our virtual telemedicine program. Coverage includes the employee and extends to the entire family regardless of whether or not they are covered under the Company's medical plan. Premium cost is covered 100% by PFG. No copay is required for calls; only pay for prescriptions that are sent in. Eligible after 90 days of employment.

Dental Insurance

Coverage includes a low cost deductible and services that are paid at 100% for preventative services, 90% for basic services, and 60% for major services. Employee premiums are paid 100% by PFG. Family coverage is offered and available for an additional premium paid 100% by the employee. Option is available for pre-tax benefits. Eligible after 90 days of employment.

Short-Term Disability Insurance

Pays the employee 60% of their weekly pay, up to \$500 per week, when work time has to be missed due to an accident or disability. The benefit is available for up to 13 weeks, based on the specific reason for the disability. Benefit is paid 100% by PFG. Eligible after 90 days of employment.

Term Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance

Coverage includes a term life policy and AD&D policy for the employee, based on their employment category. The benefit is paid 100% by PFG. Eligible after 90 days of employment.

Voluntary Life Insurance

Options are available for additional employee life coverage, including spouse and children. The premium will be based on the coverage amount chosen and is paid 100% by the employee. Eligible after 90 days of employment.

Fitness Membership Reimbursement

Employees have the option to join a fitness center of their choosing and will be reimbursed 50% of sign up and annual fees, in addition to 50% of monthly costs (up to \$20/month). Reimbursements are made on a quarterly basis directly to the employee. Eligible on the first day of employment.

Paid Holidays

The Company offers nine (9) paid holidays per calendar year. Eligible on the first day of employment.

Vacation/Personal Time Off

Employees are typically eligible for vacation pay after one year of employment, with amounts increasing based on tenure with the Company.

Simple IRA

Save for retirement by contributing to one or more of Vanguard's Mutual Funds. The Company matches the employee contribution, up to 3% of the employee's salary. Contributions are made on a pre-tax basis and employees are immediately 100% vested upon electing to contribute.