



# Benefits Summary



This is a brief description of company benefits for eligible employees. For additional information, contact Human Resources.

## Medical

Red Stag provides a range of health care plans through BlueCross BlueShield for employees and eligible dependents, with the company contributing to monthly premiums to reduce employee costs.

## Dental/Vision

Red Stag offers Dental and VSP vision plans through Guardian to you and eligible employees. Choose between Basic or Major service plans, including additional services such as Endodontics and Periodontics.

## Life Insurance

All full-time employees are automatically enrolled in a \$15,000 company-paid Basic/AD&D life insurance policy, which begins on the date of hire.

## Employee Assistance Program

Red Stag provides a comprehensive set of employer-paid benefits intended to support employees in addressing personal challenges.

## Teledoc

Red Stag provides employer-paid benefits to eligible employees, granting them 24/7/365 access to high-quality medical care through phone and video consultations.

## Ancillary Benefits

Employees are offered various policies to help with medical expenses, including Long-Term Disability, Short-Term Disability, Permanent Life Insurance, Voluntary Term Life, Accident, Hospital, and Critical Illness.

## Retirement Plan 401(k)

The 401(K) plan is offered to eligible employees through John Hancock. Eligibility begins six months after your hire date.

## \*Paid Time Off (PTO)

Accruals will be calculated bi-weekly on every paycheck, with the accrual duration based on the employee's position.

## Holiday Pay

Red Stag provides employees with 5 paid holidays annually.

## \*Eligibility

No waiting period is required for enrollment, and benefits become effective on the first of the month following the date of hire.

# Employee Perks



**"Safety Jackpot"** is a driver reward program to incentivize drivers to stay safety aware.



**"Thanks, MOO"** is a thank you reward program to recognize employees who go above and beyond.



**"Pilot/Flying J My Rewards Plus"** are a great opportunity to earn points to redeem on snacks and drinks. Also, get access to free showers.



**"Perks at Work"** is an employee discount program for fun outside work.



**"AT&T Employee Discount"** is a discount available to all employees. Save money on your cell phone!



At Red Stag, we deeply care about providing a supportive work environment and fostering a healthy work-life balance for our valued employees.