



Employee Benefits Overview

The following benefits are available to all full-time employees on the first day of the month following 60 days of employment, unless otherwise noted. You may access further benefits information on Omega's website.

Medical Insurance

Omega offers medical insurance through Cigna. The company pays a percentage of the premium cost for single coverage and a portion of family coverage. Employee payroll deductions are taken on a pre-tax basis.

Dental Insurance

Omega offers dental insurance through Cigna. The company pays a percentage of the premium cost for single coverage and a portion of family coverage. Employee payroll deductions are taken on a pre-tax basis.

Vision Insurance

Omega offers vision insurance through Cigna. Employee payroll deductions are taken on a pre-tax basis.

Life Insurance

Omega provides \$15,000 in life insurance through United Health Care at no cost to you. You may also purchase additional life insurance for you, your spouse and dependents.

Short Term Disability

Omega offers short-term disability insurance through United Health Care. While you are unable to work because of sickness, injury or pregnancy, your disability benefits enable you to meet your ongoing financial obligations. Short-term disability insurance provides a percentage of your income in a weekly benefit for up to 11 weeks of disability. After-tax payroll deductions are determined individually, based on salary.

Long Term Disability

Omega offers long term disability insurance through United Health Care. Long-term disability insurance provides a percentage of your income in a monthly benefit for an extended disability after 90 days of disability. After-tax payroll deductions are determined individually, based on salary.

Paid Leave Time

See full details in the *Human Resources Manual*.

Employee Assistance Program

Omega offers an employee assistance program through United Health Care. This is provided to all employees at no cost to you. The employee assistance program offers support, guidance and resources to help you and your family resolve a broad range of personal issues. All calls and counseling services are completely confidential.

401k Savings Plan

Omega offers a tax-deferred savings plan managed by an independent financial services firm. Employees are eligible to enroll on the first day of the month following 90 days of employment. You must work a minimum of 1000 hours a year to qualify. Traditional and Roth 401(K) plans are available in the Omega 401(K) plan.

A 6% payroll deduction will automatically be deducted from your gross pay before Federal and State taxes are computed. You may elect to contribute an additional percentage amount of your total income, up to the maximum IRS guidelines. The savings plan also includes an automatic salary deferral increase provision. Salary deferral contributions for automatically enrolled participants will automatically be increased by 1% each January 1 up to 16%.

After one year of employment, Omega will match your contributions at \$0.50 per dollar up to 6% of your gross income. Savings are invested in your choice of numerous professionally managed funds. Contributions to the plan are not mandatory.

You may rollover any monies from a former employer's 401(K) plan into Omega's 401(K) plan. Further details on the plan, access to your personal 401(K) information and all 401(K) forms can be found on www.principal.com.

Dependent Care Spending Account

Dependent care spending accounts allow you to set aside a part of your salary before taxes to pay for qualifying work-related child care, elder care or other dependent care expenses.

Health Care Flexible Spending Account

Health care flexible spending accounts allow you to set aside a part of your salary before taxes to pay for certain expenses not covered by medical or dental plans.