

Oasis Benefits Summary



PAID TIME OFF (PTO)

Paid Time Off (PTO) – the below accrual amounts listed are for full-time employees working 40 hours per week. Employees working 20-39 hours will receive PTO on a prorated basis based on actual hours worked.

Years of Service	PTO Hours Earned Per Pay Period (biweekly)	PTO Days Earned Per Year
0-5 Years	4.62 Hours	15 Days
5+ (beginning of 6 th year)	6.15 Hours	20 Days

Employees can carryover/rollover up to 80 hours of PTO per year to the following calendar year. Balances greater than 80 hours will be forfeited if not used by 12/31.

HOLIDAYS

The below holidays are for full-time employees working 40 hours per week. Employees working 20-39 hours will receive holidays on a prorated basis based on actual hours worked.

New Year's Day	Memorial Day	Veteran's Day
Martin Luther King's Birthday	Independence Day	Thanksgiving Day
President's Day	Labor Day	Christmas Day
	Columbus Day	

GROUP INSURANCE PLANS

Medical, dental, and vision insurance coverage is available the 1st day of the month following employee's date of hire for all employees working 30+ hours per week (if enrolling within 30 days of employment). If not enrolling within 30 days of employment, employees and dependents will not be eligible to enroll until the open enrollment period (Effective January 1st) OR unless they have a qualifying event (i.e. marriage, divorce, birth/ adoption of child, death, loss of coverage). Dependent children may be covered on each plan through the last day of the month of their 26th birthday. For more detailed information on any of these plans, please see summary plan descriptions.

MEDICAL

Blue Cross/Blue Shield (BCBS) – National PPO – Two PPO plans are offered through BCBS

One plan has a \$1,000 per person deductible (\$2,500 per family).

The other plan has a \$2,000 per person deductible (\$4,000 per family) – with a 20% co-pay

Shown below are in-network benefits only

	<u>PPO 1000</u>	<u>PPO 2000</u>
Office Visit	\$15	\$20
Coinsurance	\$0 after Deductible	20% after Deductible
Emergency Room Visit	\$150	\$150
Prescription Co-payments	\$15/\$30/\$50	\$15/\$30/\$50
<u>Costs per pay period (biweekly)</u>		
Employee Only	\$118.55	\$96.54
Employee & Spouse	\$237.10	\$193.08
Employee & Child(ren)	\$212.75	\$176.25
Family	\$358.56	\$291.99

DENTAL – Delta Dental (PPO Plus Premier)

	<u>PPO</u>	<u>Costs per pay period (biweekly)</u>	
Office Visit Copayment	\$0	Individual	\$9.66
Preventive/Diagnostic Care	100%	Employee & Spouse	\$20.92
Basic Restorative	80%	Employee & Child(ren)	\$19.92
Major Restorative	50%	Family	\$30.89
Calendar Year Max Benefit	\$1,500		
Orthodontia (under 19 years old)	50%		

VISION – VSP (PPO)

The Plan provides one eye exam during a 12-month period for a \$15 co-payment. Also, provides discounts on glasses, frames, lenses and contact lenses as well as Laser Vision.

Costs per pay period (biweekly)

Employee Only	\$2.22	Employee & Child(ren)	\$3.62
Employee & Spouse	\$3.54	Family	\$5.83

Please contact HR at HR@oasissystems.com for more details on any of these benefits

Oasis Systems LLC Proprietary

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Flexible Spending Account – ADP

Oasis offers you the opportunity to take advantage of our Health and Dependent Flexible Spending accounts which is provided through ADP. This arrangement provides an account in an employee's name that is used to reimburse the employee for certain personal expenses. Under these plans, you can pay for your eligible dependent care and/or health care expenses with pre-tax dollars using an ADP Visa Card.

- ◆ Dependent care flexible spending account \$5,000 max per family
- ◆ Health care flexible spending account \$2,600 max per family

Employee Paid TRICARE Supplemental (Selman Company)

For military retirees and their spouses who are not eligible for Medicare. This benefit will be 100% paid for by the employee thru convenient, pre-tax payroll deductions.

LIFE, AD&D, STD/LTD DISABILITY, VOLUNTARY LIFE

All of the below policies are available to all full-time employees working 40 hours per week.

Employer Paid Term Life and Accidental Death & Dismemberment – coverage effective the 1st day of employment through Reliance Standard: One times annual salary (max of \$300,000). There are reductions in coverage beginning at age 65.

Employee Paid Voluntary Life Insurance – coverage effective the 1st of the month following 30 days of employment through Reliance Up to 5 times annual salary (max of \$500,000 for employee and spouse; max of \$10,000 for dependent children). Dependent children may only be covered until their 26th birthday.

Employer Paid Short Term Disability – coverage effective 60 days after 1st day of employment through Reliance 60% of weekly earnings (max. of \$1,250/week). 7 calendar day waiting period. Benefits begin on the 8th day of disability.

Employer Paid Long Term Disability coverage effective the 1st day of employment through Reliance 60% of monthly earnings (max. of \$10,000/month). Benefits begin after 90th day of disability.

401k PLAN – FIDELITY

All employees are eligible to participate in the 401k plan.

Employees can contribute 100% of eligible earnings on a pre-tax basis (up to \$18,000 per year for 2017) with discretionary employer match of 100% up to 3% contributed, calculated bi-weekly. All matching contributions are 100% vested immediately. Enrollment is available at any time during employment and all employees (FT, PT, Temporary, no age restrictions) are eligible to enroll.

OTHER BENEFIT PROGRAMS

Educational Assistance & Training: Oasis is dedicated to providing our Team Members with the appropriate training to keep them current in their chosen field. Oasis will reimburse eligible Team Members up to \$4,000 per calendar year for pre-approved courses, certifications or training specifically related to his/her occupation. Online training is also available through Skillsoft through pre-approval of a license. Attendance to career-relevant seminars is encouraged. Oasis will pay the registration fees. Seminars are approved through Oasis Training/Tuition Assistance Request form and are included in the \$4,000 limit. Team Members will be required to repay the cost of training and certification if they leave the Company within 12 months.

Employee Referral Bonus: Eligible Team Members will receive up to a \$1,000 referral bonus for referral of a full-time Team Member who comes to work for Oasis. The bonus is payable after the referred Team Member has completed three months with the company. Both the referring Team Member and referred new hire must be employed with Oasis at the time the bonus is paid. The bonus will be paid through payroll and is subject to regulatory deductions.

Military Leave: Employees may be granted up to two weeks of leave annually to attend military reserve forces training. Employees are paid the difference between their military pay and their pay with Oasis Systems.

Jury Duty: The company will pay employees the difference between pay received for jury duty and their regular pay for a period of up to ten days while serving jury duty.

Bereavement Leave: 3 days of bereavement leave is provided to employees following the death of an immediate family member.

Employee Assistance Program (EAP): A FREE benefit to all employees working 30+ hours per week. The EAP offers counseling and referral services for marital/relationship, substance abuse, stress and other areas.

Employer Paid Business Travel Insurance): Effective 1st day of employment: Employees traveling on company business are covered under the corporate Worker's Compensation insurance policy. This policy provides coverage for an injury or death that occurs while on the job.