
Advanced Resources welcomes you to enjoy both a profitable and lasting relationship with our company. We have documented this summary of our benefits package to help you understand the total compensation package that we offer. Please read the following summary and if you have any questions, do not hesitate to call the office. Your questions and comments are valuable to us!

Health Insurance

A comprehensive health care program delivered through Anthem / Blue Cross Blue Shield.
www.anthem.com

Dental Benefits

Comprehensive dental insurance is also included as a part of our health insurance package through Guardian. www.metlife.com

Vision Benefits

Vision benefits are available through Guardian from network provider VSP. www.vsp.com

Life Insurance/Long-Term Disability (LTD) Insurance**Voluntary Term Life Insurance**

Offers group term life insurance equal to one year's salary (\$50,000 maximum). Paid 100% by Advanced Resources. www.metlife.com

Disability Insurance

Group long-term disability coverage equal to 60% of salary with a 90-day elimination period (maximum monthly benefit of \$5,000). Paid 100% by Advanced Resources.

Supplemental Life Insurance

You may increase your life insurance amount for yourself and your spouse and children for a minimal cost to you.

Aflac Insurance

Voluntary additional coverage through Aflac with 12 options to choose from.

Cafeteria Plan

This plan allows you to pay for Medical and Childcare expenses with pre-tax dollars.

Retirement Savings Plan

A 401(k) program is in effect which allows you to contribute up to \$16,500 (or \$22,000 age 50 or older) of your gross salary on a tax deferred basis. Advanced Resources provides a matching contribution of \$0.20 (twenty cents) of each dollar for the first 5% of your contribution.

Payroll

Advanced Resources pays its employees on a bi-weekly basis on Tuesday. Direct Deposit is available.

PTO

12 days per anniversary year are earned for the first two years of employment. Additional days are earned after more years of service.

Paid Holidays

- New Year's Day
- Labor Day
- Thanksgiving Day
- Memorial Day
- Independence Day
- Christmas Day