



We care about your health. Updike Distribution Logistics offers generous comprehensive medical, dental, and vision benefits. These benefits focus on prevention and encourage our employees to see a doctor for routine exams.

We partner up with the best! Our benefits package is comprehensive, competitive, and affordable for our employees. Depending on the work location and length of employment, available benefit programs may include:

#### Medical Plan

We offer three coverage options through Cigna Medical. Two of the three plans offer a national network of providers, and the third is limited with no out of network benefits.

#### Dental Plan

Our dental plan is provided by Ameritas. The plan offers comprehensive benefits after a low annual deductible is satisfied. In addition, the plan also offers a bonus vision reimbursement of up to \$100.00 for every enrollee.

#### Vision Plan

We offer a voluntary, comprehensive vision plan through Davis Vision. Davis provides eye exams and eyewear at an affordable cost.

#### Life Insurance and Accidental Death and Dismemberment Plan

We offer a company paid life insurance policy to all benefit-eligible employees. In addition, employees have the option of purchasing additional coverage through Sun Life Financial.

#### Flex Spending Accounts

To help employees reduce their taxes and their costs for certain health and dependent care expenses, Updike offers two flexible spending accounts: Health Care FSA and Dependent Care FSA. Both allow employees the ability to set aside money from earned income before taxes are calculated and then use that money to reimburse themselves for eligible health care and/or dependent care expenses.

#### Employee Assistance Program

No matter what's going on in our employees' lives, Updike is here to help. We offer a company-sponsored benefit to our employees and their dependents to provide confidential support, resources and information to assist with life's challenges.

#### 401 (k) Plan

We understand the importance of having a sound retirement plan. As such, our 401(k) plan is designed to help employees build financial security through pre-tax contributions **and company matching**. Employees can contribute from 1% to 50% of base pay on a pre-tax basis (up to the allowable federal limit) and can choose to invest in multiple funds offered by the plan.