QUANTECH services, inc
{The Sum of Quality}

Our philosophy: *Quantech Services Inc. provides a comprehensive and highly competitive benefits package. Our selection of benefits has been specifically designed to provide maximum flexibility and to meet the wide array of our employees' current and future needs.*

Medical

HMO Option for specific Quantech sites. Requires a Primary Care Physician (PCP) – Referrals are necessary for specialists.

PPO Options for all employees that allows out of network coverage. The employee is not required to have a PCP – Referrals are not necessary for specialist. Employee portion of cost is **Pre-tax.**

Dental

Dental Plan with Orthodontic benefit. Employer pays large percentage of cost for this benefit. Employee portion of cost is **Pre-tax**.

Vision

Employee pays the cost per pay period for this benefit. **Deduction is Pre-tax.**

Life Insurance

Basic Life Insurance and Accidental Death & Dismemberment. Employer pays 100% of this benefit. Additional life insurance can be purchased by the employee through the company with convenient payroll deductions.

Disability

Short Term Disability: On 1st day of accident or 8th day of sickness/medical condition through 90 days. California employees are covered by CA State Disability Insurance.

Long Term Disability: After 90 days. **Employer pays 100% of this benefit.**

Retirement Plan

401(k) Plan: Up to $16,500 (Max. allowed by IRS) Employee Pre-tax Contribution; **100% Employer Matching up to 5%** of the Employee's salary; Catch-up plan for those 50 years of age or older allows additional contribution of $5,500 per year; **Fully Vested after 3 years of Employment.**

Basic Profit Sharing Plan: Contributions based on Company Profits.

Flexible Spending Accounts

Healthcare Account: The medical FSA may be used to reimburse medical, dental and vision care expenses. The plan limit is $3,000 per year.

Dependent Care Account: The dependent care FSA allows employees to set aside a specific pre-tax dollar, amount up to $5,000 per year for dependent care expenses.

Transportation and Parking Account: Employee Pre-Tax Payments for Parking located close to work or public transportation line (Current statutory limit $230 per month), public transportation passes, or commuter van pools that are operated by a transportation for hire business (Current statutory limit $230 per month).

Employee Assistance Program

Employee Connect Services: Your EAP provides no-cost, confidential assistance for you and your family members. By calling the EAP, you can identify solutions to assist with life, work and family concerns.

Travel Assistance

TravelConnect: Services are available when you travel 100 or more miles from home. This includes service for business or vacation travels including pre-trip planning, Emergency Medical Assistance and Emergency Personal Services.

Direct Company Benefits

Paid Time Off (PTO)	20 – 25 days per year depending on years of service	
Other Leave	Bereavement Leave	Military Leave
	Jury Duty Leave	FMLA Leave
Tuition Reimbursement	For job-related courses/programs (per policy)	
Professional Association	(1) paid membership per year (work related), paid conference/seminar fees (per policy)	
Holidays	Ten Paid Holidays per year	
Other	Company Paid membership to Wholesale Club Company Paid Socials	

NOTE: Benefits are subject to change. Detailed explanation of benefits contained in corporate policies in effect upon date of employment. Benefits are prorated for part time employees; see Policies for details.