



## **Staff Benefits**

Our benefits program is designed to support the well-being of our employees and their families. Together with a competitive compensation program, we offer a total rewards package that provides real financial value.

### **Medical & Dental Insurance**

Employees working a minimum of 29 hours per week are eligible for insurance benefits on the first day of employment. Radia offers three medical plan design choices, including a high deductible option with employer contribution to HSA.

### **Flexible Benefits Plan**

A separate account enabling employees to use pre-tax dollars (up to \$2,550 per year) for medical and dental expenses not covered or not paid in full under their insurance plan. *Eligibility: 30 hours per week.*

### **Short Term Disability Insurance**

Voluntary employee-paid benefit providing up to 60% income replacement. *Eligibility: 30 hours per week.*

### **Long Term Disability Insurance**

Radia-paid benefit providing up to 60% income replacement after 90 days disability. *Eligibility: 30 hours per week.*

### **Long Term Care Insurance**

Voluntary employee-paid insurance designed to pay for in-home or facility nursing care. Eligible employees may purchase basic or supplemental policy for themselves and/or family members. *Eligibility: 30 hours per week.*

### **Life/Accidental Death & Dismemberment Insurance**

Radia-paid benefit providing life insurance up to 1x annual salary (maximum of \$150k). Supplemental life insurance is also available at employee expense. *Eligibility: 30 hours per week.*

### **Paid Time Off (PTO) & Holidays**

Generous PTO plan provides paid time for vacation, sick days, and personal days. Employees accrue up to 21 PTO days per year for the first 5 years of service. Radia observes 8 paid holidays per year. *Eligibility: 20 hours per week.*

### **401k Retirement Plan**

Eligible employees may elect to have a percentage of their earnings deducted each paycheck to a traditional 401(k) or a Roth 401(k). Radia provides a company match on employee contributions, and once employees meet eligibility requirements, Radia makes an additional discretionary employer contribution based on a percentage of eligible earnings. *Eligibility: Contact HR Department.*

**Education Assistance**

Up to \$2000 per year for tuition, textbooks, and more for courses related to active Radia jobs. *Eligibility: 32 hours per week.*

**Adoption Assistance**

Up to \$2,000 reimbursement for adoption-related expenses. *Eligibility: 20 hours per week and 6 months employment.*

**Commuter Discount**

Eligible transit passes and vanpool ridership are subsidized at half the actual cost on a monthly basis. *Eligibility: All Radia employees.*