



## **Employee Benefits**

### **Health Plans**

Tervis offers three Preferred Provider Organization (PPO) medical plan options, including a Health Savings Account (HSA) option that Tervis contributes to. Dental and Vision insurance is also available.

### **Flexible Spending Accounts (FSA)**

Both medical and dependent care FSA's are available for convenience and tax savings.

### **Life and Disability Plans**

Tervis provides short and long-term disability along with term life for all eligible employees at no additional cost. Employees can add additional voluntary life insurance for themselves, their spouse and children.

### **Supplemental**

Employees can choose from several supplemental policies including life, accident, and cancer coverage to name a few.

### **401K**

Tervis offers a 401(k) to qualified employees with a three year vesting schedule.

### **Time Off**

A balance between work and life is important at Tervis. That is why the company provides eight paid holidays and paid time off to eligible employees. Employees accrue paid time off starting on their first day and can begin to use after 90 days of employment.

### **Parental Leave**

Tervis recognizes the importance of family and provides a generous Parental Leave to mothers and fathers to help balance the responsibilities of work and parenthood when adding a new dependent to the family.

### **EAP**

The Employee Assistance Program at Tervis provides confidential counseling services to employees and their family members. Unlimited access to a telephone support line and up to three face to face visits with a counselor per year/per issue are available.

**Wellness**

Tervis cares about our employee's total wellness. Tervis offers employees up to \$200 per year for wellness related items such as: gym memberships, fitness programs, at-home workout equipment, ergonomically friendly office furniture.

**Tuition Reimbursement**

A portion of tuition fees to eligible employees pursuing higher education degrees that will benefit the individual's role in the company.

**Other Great Perks:**

- An employee receives \$100 after a new hire they referred completes 90 days of employment.
- All employees receive a generous employee discount on Tervis products.
- Free Tervis t-shirt on your annual anniversary.
- We have a fun product, fun people, and a fun workplace!