

# Employee Benefits



## Because You Deserve More than just a Paycheck.

At DAVIS, we feel that great employees deserve great benefits - that's why we provide a comprehensive benefits package designed to enhance your working experience! From health benefits to 401(k), we offer a suite of contract employee benefits designed to fit you and your family's needs.



### Health Plan

DAVIS is proud to offer 2 health insurance plans to our employees and their dependents. We provide a full coverage plan from Blue Benefit (a licensed subsidiary of Blue Cross Blue Shield) and a Minimum Essential Coverage Plus (MEC) plan for those who just want the basics. Both plans satisfy the standard requirements for the Affordable Care Act.

You are eligible to enroll in this program after 60 days of service. You have until your 89th day of employment to enroll or waive your election of this benefit.

#### What is covered?

- 100% of preventative care
- Annual physicals
- Immunizations
- Routine gynecological screenings, including mammograms
- Prescription drug coverage and more!



### Paid Time Off

After working a total of 1,800 regular hours (45 weeks full time), the contractor becomes eligible to be paid for time off on any four (4) of the approved list of six holidays.



### 401(k) Plan with Company Match

All DAVIS talent is eligible for enrollment in a VOYA managed 401k plan. Eligibility is at 30 days of employment, enrollment is quarterly, offering five, high to low risk, tax free investment vehicles for savings/retirement purposes. Must be 21 years of age to participate.



### Global Cash Card, Direct Deposit and I PAY

DAVIS gives their employees two great options to get paid faster - Direct Deposit and Global Cash Card which is a fee free debit card loaded with the employees' paycheck. DAVIS also provides I PAY, an electronic pay stub which allows on-line access 24/7 to their pay stubs and W-2 information from any computer anywhere at any time.

**For more information visit:**  
<http://daviscos.com/employee-resources/>

