

# 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

The DAVIS Companies is committed to keeping you healthy and covered! We are proud to offer two health insurance plans through Sisco who is a benefit administrator for CIGNA. These plans are available to our employees and their dependents and also comply with the standard requirements of the Affordable Care Act. The plans we are offering are the Bronze MVP Plan and the Minimum Essential Coverage Plus (MEC) Plan.

Full-time employees are eligible to enroll in this program after 60 days of service with DAVIS. You have until your 89th day of employment to enroll or waive your election of this benefit, and coverage begins on your 90th day of employment.

### What is covered?

- Preventative care
- Annual physicals
- Immunizations
- Routine screenings,
- Prescription drug coverage and more!



### Paid Time Off

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



### 401(k) Plan with Company Match

DAVIS offers a 401k plan through VOYA. Eligibility begins after 30 days of employment and enrollment is quarterly on January 1, April 1, July 1 or October 1. Please enroll two (2) weeks prior to the open enrollment dates listed above so we may update your payroll deductions in a timely manner.



### 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://www.daviscos.com/employee-resources>



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