



switchpoint™  
**BENEFITS SUMMARY**

**INSURANCE** – (Available to full-time employees)

- Health Insurance: MOTIVHEALTH 2023 HSA 2000
  - Switchpoint covers employee premium and 50% of spouse/dependents premium
  - FREE Telehealth Visits + FREE Preventative Care
- Health Savings Account: MOTIVHEALTH HSA
  - Switchpoint contributes \$50 per paycheck = \$1300 per year
  - Employees may also contribute tax-free up to contribution limits
- Other Insurances Offered: PRINCIPAL (out of pocket)
  - Dental
  - Vision
  - Short- & Long-Term Disability
  - Life Insurance

**401(k) Program:** up to 5% Match (TransAmerica – Advisors: CUI Wealth)

After 90 days of employment, **full-time and part-time employees** are automatically enrolled in Switchpoint's 401(k) at a 3% match. Employees must OPT OUT if they do not want to participate.

**EAP – Employee Assistance Program:** Blomquist Hale

- FREE crisis and short-term COUNSELING for ALL Switchpoint Employees + Dependents/Household Members + Free Workshops and Online Courses.

**PTO ACCRUAL:** Both part-time and full-time employees accrue PTO as soon as they start clocking hours.

PTO can be carried over from year to year and will accrue as follows:

- |                                   |                       |   |
|-----------------------------------|-----------------------|---|
| • 0 – 1 years of service per year | .025 per hour worked  | If working FT = 52 hours or 6.5 days per year |
| • 1 – 2 years of service per year | .0465 per hour worked | If working FT = 96.72 hours or 12 days        |
| • 2 – 3 years of service per year | .0695 per hour worked | If working FT = 144.5 hours or 18 days        |
| • 3+ years of service per year    | .0925 per hour worked | If working FT = 192.4 hours or 24 days        |

There is a maximum accrual total of 120 hours. Once an employee has 120 hours PTO, no more PTO will accrue.

**\*\*Only employees that have served 12+ months will receive PTO payout at time of separation\*\***