

2024 Benefits at a Glance

We're proud to offer a well-rounded benefits package as one way that we take care of our team. Our people are our priority, and we focus on benefits that support our team's health, safety, well-being and development.

Health and Wellness

Medical Insurance (Anthem)

Two plan options: a PPO (\$2,500/\$5,000 deductible) and an HDHP (\$3,200/\$6,400 deductible). The HDHP comes with a health savings account (HSA) that you can use to pay for eligible healthcare expenses.

HSA Contributions (for HDHP Participants Only)

Evergreen Recycling contributes \$20 per pay period for individual coverage or \$40 per pay period for family coverage.

Dental Insurance (Guardian)

Two options: High Plan and Low Plan. Both offer in-network and out-of-network coverage.

Vision Insurance (Guardian)

Comprehensive coverage using VSP's network of providers.

Flexible Spending Accounts

Healthcare FSA and dependent care FSA that allow you to set aside pretax dollars to pay for eligible healthcare or day care expenses.

Employee Assistance Program

Free, confidential resources to help you with a variety of personal concerns. Includes up to three confidential sessions with a counselor, financial planner or lawyer each calendar year.

Income Protection

Company-Paid Short-Term Disability

After a waiting period, covers 66.7% of weekly earnings up to a maximum of \$2,565 per week.

Company-Paid Long-Term Disability

After a waiting period, covers 60% of monthly earnings up to a maximum of \$10,000 per month.

Company-Paid Basic Life and Basic AD&D Insurance

Basic life and basic AD&D each cover 100% of annual earnings, up to \$400,000.

Voluntary Life Insurance

You have the option to purchase additional coverage for yourself, your spouse and your child(ren) at group rates.

Retirement

Traditional and Roth 401(k) with Company Match

Evergreen Recycling will make a Safe Harbor Matching Contribution of 100% on the first 3%, and 50% of the next 2% of your deferral. For example, if you were to defer 5% of your compensation, Evergreen Recycling will match you 4%. Salary deferrals are always 100% vested and the Evergreen Recycling Safe Harbor Match is 100% immediately vested.

Guardian Benefits

Guardian Accident Insurance

Pays you money based on the injury and the treatment you receive, whether it's a simple sprain or something more serious, like an injury from a car accident. You can also cover your spouse and children.

Guardian Critical Illness Insurance

Pays a lump sum directly to you when you're diagnosed with a covered condition. Guaranteed Issue for you and your spouse up to \$30,000 (subject to any pre-existing conditions). Child coverage is 50% of the employee benefit.

Guardian Hospital Indemnity Insurance

Helps cover unexpected costs when you're admitted to the hospital for a covered illness or injury. You receive a lump-sum payment for certain surgeries and related costs. This benefit is available for you, your spouse and your dependent children.