

A photograph of a natural rock arch in a desert landscape. The arch is made of reddish-brown sandstone and is set against a clear blue sky. A full moon is visible in the upper right corner. The foreground shows a sandy dune with some tracks. The image is overlaid with a large orange triangle in the bottom right corner.

# EMPLOYEE BENEFITS

# ULTRADENT BENEFITS

## MEDICAL/DENTAL & OTHER INSURANCES

- Eligible on the first of the month after 60 days of employment  
*For detailed information, go to [ultradent.com/careers](http://ultradent.com/careers)*

## PAID TIME OFF (PTO) PROGRAM

Years of Service	60 days	2+ YR	5+ YR	10+ YR	15+ YR	20+ YR	25+ YR
Hours Per Year	100	120	160	200	220	240	240

- Will get a bank of full years (Pro-Rated depending on your Date of Hire) after 60 days of employment and will get hours in advance every Jan. 1st
- Hours will expire on Dec. 31st each year
- Up to 40 hours can be carried over each year
- If leaving the company, will get pro-rated cash out based on time in calendar year
- Employees who reach 20 years receive annual vacation bonus
- Employees are encouraged to be playful, and keep some of this for sick use, if needed.

## MEDICAL TIME OFF (MTO) PROGRAM

- Time off hours to be used for approved medical and military leave.  
(Through formal FMLA process)
- One-time deposit 80 hours from company
- Employee choice to transfer up to 80 hours of PTO per year in account
- Account capped at 320 hours

*\*Not cashable or useable for normal PTO.*

## PAID HOLIDAYS

- **Approximately 9 days**

## PAID R&R (REST AND RELAXATION)

- Day after Thanksgiving
- Approx. 5 days paid time off between Christmas and New Year's Day

## 401(K) PLAN + ROTH 401(K)

- Eligible at 18 years of age and on the first day of the month following 2 months of employment
- Employer to match 100% up to the first 3%, and then match 50% on the 4 and 5%

## EMPLOYEE ASSISTANCE PROGRAM: (FINANCED BY ULTRADENT)

### Counseling appointments for you and your dependents living with you:

- Relationship difficulties
- Work-related issues
- Alcohol/drug problems
- Family problems
- Stress/anxiety/depression
- Legal and financial questions

*These services are free with no copay. Assistance will be available for life-threatening emergencies 24 hours per day, 7 days per week. Provider: Blomquist Hale*

## ADDITIONAL BENEFITS

- Short and Long Term Disability
- Award-winning safety program
- Award-winning wellness programs and on-site fitness center
- Education assistance
- On-site training
- Tooth whitening discount
- Other discounts available  
(e.g., Lagoon passes, Dell computers, etc.)