

BENEFITS OFFERINGS AT A GLANCE - 2025

Full-Time Hourly Employee	
Medical	MEC Choice or MEC Max
Dental	2 free cleanings per year; Buy-up option with Orthodontia
Vision	Annual Exam
Flexible Spending Accounts	Health Care FSA, Dependent Care FSA & Limited Purpose FSA for enrollees in an HSA Plan
Voluntary Life Insurance	5x's your annual salary up to \$300,000 with \$150,000 guaranteed issue amount; Will Preparation Services and Estate Planning Services at no cost to you with your enrollment of Voluntary Life
Voluntary Spouse Life Insurance & AD&D	Up to 50% of the employee election up to \$100,000 with \$30,000 guaranteed issue amount
Accident Plan	Pays for several medical related expenses in cash directly to you if an accident or injury occur
Critical Illness	Pays a lump-sum cash benefit for out-of-pocket expenses if diagnosed with a critical illness
Group Hospital Indemnity	Receive a \$50 payment per calendar year for completing your annual Health Screening
Pet Insurance	Customizable plans to help reimburse employees for unexpected veterinary expenses
Legal Insurance	Provides full coverage of attorney fees for the most common personal legal matters with no additional out-of-pocket cost to employees
Bereavement Leave	Employees may take up to three working days off as leave with pay for a death in family. Family is defined as spouse, son, daughter, mother, father, mother-in-law, father-in-law, sister, brother, grandparents or grandchild.
Identity Theft & Fraud Protection	Provides protection from digital crimes through individual and family plan
Daily Pay	Receive your pay on demand. For more information reach out to employee.support@daily.com
Referral Program	For more details email benefits@fourteenfoods.com
Shoe Discount Program	SR Max provides high quality non-slip shoes at a discount rate. Payroll deductions available. Go to srmax.com/fourteen
Tuition Reimbursement	For more details email benefits@fourteenfoods.com



Full-Time Hourly Employee	
Food Discount	50% up to \$12 once per shift
Anniversary Gifts	Gift options available to hourly and salary employees after 5, 10, 15, 20, and 25 years of employment

