



**DESIGN WEST
ENGINEERING**

2026 BENEFIT SUMMARY



ELIGIBILITY

Employees working 30+ hours a week are eligible for benefits. Benefits begin on the first day of the following month after the employee's start date.

PAID HOLIDAYS PER YEAR

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve

PAID SICK TIME PER YEAR

48 hours of paid sick time per year is provided to employees. Up to 40 hours of sick pay can be rolled over into the following calendar year. Sick pay will be available to employees after the completion of their 30-day new hire probation period.

CARRIER OPTIONS FOR BENEFITS WITH EMPLOYER CONTRIBUTIONS

- Medical:
 - o California: Kaiser or Aetna
 - o Other States: Aetna
- Dental and Vision Insurance: MetLife
- Tax Advantage Benefits: Chard Snyder
- Life and Accidental Death and Dismemberment (AD&D) Insurance: MetLife

BENEFITS WITH EMPLOYER CONTRIBUTIONS

- Medical: \$700 contribution for employees, family coverage available
- Dental: 100% for employees, family coverage available
- Vision: 100% for employees, family coverage available
- Term life insurance of \$25,000, additional coverage available
- Employee Assistance Program
- Health Advocate Services
- Working advantage discounts

VOLUNTARY BENEFIT OPTIONS, EMPLOYEE-PAID

- FSA
- HSA
- Short-term disability
- Long-term disability
- Accident insurance
- Cancer insurance
- Hospital indemnity plan
- Critical illness insurance
- Legal services
- Identity Theft services
- Pet Wellness

AVAILABLE PERKS WITH ENROLLMENT IN HEALTH PLANS

(varies by selected plan)

- Gym membership discounts
- Virtual Dr appts/ telecare options
- Mail order pharmacy options

RETIREMENT PLAN CONTRIBUTIONS

Design west Engineering contributes 3% of an employee's pay to their 401K account, whether the employee contributes or not.

VOLUNTARY BENEFIT CARRIER OPTIONS

- Short and Long Term Disability: MetLife
- Supplemental Benefits (Accident, Cancer, Hospital, Indemnity, Critical Illness): Allstate and MetLife
- Pet Wellness Solutions: Wagmo

