



## **2017 Summary of United 1 Benefits**

United 1 International Laboratories is a fast growing manufacturer of cosmetics and nutraceuticals. Our success has been based two things; our customers and our employees. When serving our customers, our motto is “Whatever it takes!” We also understand that it is our employees who provide the services that our customers rely upon and who, through growth, will enable us to create new opportunities in the years to come. Because we value our employees, we offer our employees a very competitive benefits package that offers many traditional and untraditional perks. In addition to salary, our total compensation package includes the following and more.

- Immediate eligibility for discretionary annual bonus up to 5% of year-to-date earnings based on the achievement of company goals. (Immediate eligibility if start date is prior to December 1<sup>st</sup> of plan year)
- Employee Friendly Health Benefits (Eligible 1<sup>st</sup> day of month after 60 days of employment):
  - Medical plan options through United Healthcare;
  - Vision through VSP;
  - Dental through Guardian PPO;
  - \$10,000 of life insurance provided by the company at no charge to the employee;
  - Short-term and long-term disability provided by the company at no charge to the employee;
  - Option to purchase a multitude of voluntary benefits including additional life insurance, critical care insurance, pet insurance, and more;
- 401k (Eligible 1<sup>st</sup> day of month after 3 months of employment):
  - 4% match with immediate 100% vesting
- Paid Time Off (PTO)
  - Paid company holidays
  - Fourteen PTO days per year for first five years of employment; increases based on service thereafter
- Casual dress environment and/or company provided uniforms for appropriate positions
- Annual reviews for merit based pay increases
- Hundreds of time and money saving employee discounts
- Team-oriented environment
- Company sponsored professional training and development opportunities

The Company reserves the right to change any these plans with/without notice.