



Employee Benefits Exempt

Bonneville Labs, LLC offers the following benefits to all eligible full-time exempt employees:

Paid Time Off Program

Hourly Employees:

- 10 days of vacation time annually
- 10 days of sick time annually

Salary / Exempt:

- Take What You Need Program - exempt employees are encouraged to take time off to relax, recharge and maintain good health (a type of unlimited sick and vacation program)

Holidays

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Christmas Day
- 1 Floating Holiday (day of your choosing)

Medical / Dental / Vision Plans

We are a co-employer with TriNet (PEO) to offer a wide range of employee benefits. Allowing Bonneville Labs to offer large corporation benefit options and pricing while working in a smaller, people centered company.

These benefits start on Day 1 of your employment with Bonneville!

Medical

TriNet partners with Blue Shield of California, and Kaiser, to offer a broad range of medical plans, including high-deductible health plans, PPOs and HMOs. There is no waiting period for Medical Benefits. Bonneville Labs provides up to \$400/month allowance towards health coverage.

Dental

TriNet dental carriers - Delta Dental, Aetna, Guardian Dental, and MetLife. Bonneville Labs provides up to \$60/month allowance towards dental coverage.

Vision

TriNet vision carriers: Aetna and Vision Service Plan (VSP). These plan options ensure that you can choose the best plan and carrier for your individual vision needs. Bonneville Labs provides up to \$10/month allowance towards vision coverage.

Basic Life Insurance (\$10,000 per employee) & AD&D

Additional voluntary benefit offerings (employee covered options):

- Pre-Tax Flexible Spending Account
- Health Savings Account
- Supplemental Life Insurance & AD&D
- Aflac Voluntary Benefits
- TriNet Marketplace for corporate discounts
- Employee Assistance Program
- 401k Retirement Plan (Employee Only Contributions)
- Pet Insurance
- Legal Plan Assistance
- Farmers GroupSelect Home & Auto