



# BLACK HORSE

SECURITY FOR THE NEW INDUSTRIAL REVOLUTION

## BlackHorse Benefits Overview



### Medical, Dental, Vision

We offer two medical plans through CareFirst Blue Cross Blue Shield – Blue Choice Advantage Platinum and Blue Choice Advantage Silver Plan with HSA. We pay 100% of your premiums for the Silver plan plus contribute the full amount of the in-network deductible to an HSA. You can choose to “buy up” to the Platinum plan for a small monthly premium. Dental is offered through Guardian and Vision is offered through VSP/Guardian. BlackHorse pays 100% of your premiums for dental and vision.



### Paid Time Off

We work hard, but we want you to take time for play, too. To help you enjoy life, we offer a generous leave package that includes 4 weeks of PTO (increases to 5 weeks after 3 years) and 10 holidays. New moms are covered under our disability plan, but dads need time off too! So we offer 5 days of paternity leave. For parents who are adopting, moms or dads are provided those days, as well.



### 401(k)

You want to enjoy life after working and we want to help you enjoy it! We contribute up to 6% of your gross wages toward your retirement. We match your 401(k) contribution dollar-for-dollar up to 4%, while the remaining 2% is a discretionary contribution funded by BlackHorse at the end of the calendar year based on company performance. Everything we contribute is 100% vested immediately.



### Life Insurance, AD&D, and Disability

Life insurance (1x your salary), accidental death & dismemberment, and disability premiums are provided at no cost to you. All of these plans are offered through Guardian.



### Pet Benefits

We know your pets are family too! To help offset vet and prescription costs, we offer two options through Pet Benefits. Pet Assure provides veterinary discounts and Pet Plus provides discounts on prescriptions and preventatives, as well as treats, toys, and other products.



### Training and Development

We want to help you stay up to date on the latest and greatest! To help, BlackHorse has a budget for continuing education, such as college tuition, training, certifications, or professional memberships. Talk to your manager about tapping into that budget. It's possible to use it to repay student loans, as well!



### Performance Bonuses

Employees are rewarded for their hard work above and beyond expectations with annual performance bonuses. The amount depends on the company performance and is discretionary each year.



### Employee Referral Bonus

If you love to work here, so will your friends. If one of your referrals is hired for a qualified, direct billable position requiring a TS/SCI, or a hard to fill position, we'll pay you \$5,000. You'll receive \$1,500 for other qualified positions.



### Fun Events

We are more than just co-workers, we like spending time together. We hold monthly social events like bowling, happy hours, and potluck lunches, plus our annual holiday party and summer family get together.



### BlackHorse Swag

Show your BlackHorse pride! Each employee receives \$50 per year towards the purchase of BlackHorse apparel or other items of your choice (coffee mug, pen, lunch bags, etc.).



### Charitable Giving Program

We want you to be involved with your community and with charities that matter to you and us. BlackHorse will match your contributions to a charity of your choice, up to \$250 per year. We will also work together to identify ways BlackHorse can make a difference in our community.