

Revo Health (Revo) and Infinite Health Collaborative (i-Health) are committed to offering the most comprehensive benefits program at the most reasonable cost to our employees. We openly communicate information about our benefits programs to encourage you to make informed decisions about the coverage for yourself and your dependents.

ELIGIBILITY

Coverage for the benefits listed below is effective the first of the month following or congruent with 30 days of employment. These benefits apply to employees who work 30 or more hours per week. Eligible family members include the following: legally married spouses, natural or adopted child(ren) up to age 26, disabled dependent child(ren), and legally dependent grandchild(ren) up to age 26.

This is a summary only and not a binding contract; benefits are subject to change at company discretion.

MEDICAL COVERAGE

Revo and i-Health pays the majority of premiums, offering the following plan choices:

- Co-Pay Plan
- High Deductible Health Plan (HDHP) with Health Savings Account (HSA)*

For additional information about our benefit plans, or to review in-network providers, please contact HealthEZ at **800-948-5988**.

*The HDHP is paired with the HSA and participants are eligible for an employer contribution of \$750 for individual coverage and \$1,500 for family coverage, pro-rated based on start date.

DENTAL COVERAGE

- Annual Maximum Coverage Amount per Person: \$1,500
- Orthodontics: 50% covered up to \$1,500 lifetime maximum for children ages 8-18

VISION

- Employees may purchase vision insurance for self, spouse and/or child(ren)
- Benefits include copay on lenses, discounted frames, contact lens allowance

FLEXIBLE SPENDING ACCOUNTS

Employees may participate in one of these accounts:

- Full Medical Flexible Spending Accounts (FSA) (for employees on the Copay Plan)
- Limited Purpose Medical FSA (for employees on the HDHP plan with HSA)
- Dependent Care FSA

DISABILITY

- Short-term disability coverage is paid for by Revo and i-Health (60% of earnings)
- Long-term disability coverage is paid for by Revo and i-Health (60% of earnings)

401(K)

- Revo and i-Health offer traditional and Roth 401(k)s
- All regular and temporary employees are eligible to contribute
- Employees are eligible for Revo and i-Health's discretionary profit sharing after one year of service, provided the employee has completed 1,000 hours of work in that year
- Profit sharing contributions vest over two years

GROUP TERM LIFE, ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

- Revo and i-Health provide employee life coverage of one times the employee's annual salary up to a maximum of \$200,000
- Employees may purchase Supplemental Life and AD&D for self, spouse and/or dependents

TIME OFF

- Eligible full time employees accrue PTO on a bi-weekly basis: 120 hours per year for non-exempt, 160 hours per year for exempt employees. An employee's PTO accrual rate increases the longer they're with the company.
- Revo and i-Health offer paid holidays
- Employees receive two weeks of Paid Family Leave (PFL) each year, based on employee's FTE
- Revo and i-Health comply with all state leave laws, including MN Employee Sick and Safe Time.

HABITS TO HEALTH

All employees are immediately eligible to participate in our employee wellness program "Habits to Health" to earn additional payroll incentives for completing a health assessment and 85% of the wellness activities.

i-HEALTH DISCOUNT SERVICES

Revo and i-Health employees have access to cash-based services through our own providers, as well as discounts on medical services if enrolled in our health care plan.

ADDITIONAL BENEFITS

- Accident, Hospital and Critical Illness Insurance
- Continuing Medical Education
- Employee Assistance Program (EAP)
- Legal and ID Theft Plans
- Life Time Fitness Discount
- National Car Rental Program
- Pet Insurance
- Stretch Zone Discount
- Tuition Reimbursement
- Virtual Care - Doctor on Demand