

ChemNovus Incorporated Employee Benefits Guide

Welcome to ChemNovus Incorporated! We are committed to providing our employees with a comprehensive and competitive benefits package that supports their overall well-being and financial security. This guide outlines the various benefits programs available to eligible employees and their dependents.

1. Health and Wellness Benefits

1.1 Medical Insurance

ChemNovus Incorporated offers three medical plan options through our partnership with TheInsuranceCompany Ltd. All plans cover preventive care services, doctor visits, hospital stays, and prescription drugs, with varying deductibles, copays, and coinsurance rates.

- [Plan A]: This is a traditional PPO plan with a broad network of providers and moderate deductibles and copays.

- [Plan B]: This is a high-deductible health plan (HDHP) with a health savings account (HSA) option, which allows you to contribute pre-tax dollars to pay for eligible medical expenses.

- [Plan C]: This is an HMO plan (available in certain regions) with a limited network of providers but lower out-of-pocket costs.

1.2 Dental Insurance

ChemNovus Incorporated provides dental coverage through TheDentalInsuranceCompany Ltd. The dental plan covers preventive services (cleanings, exams) at 100%, basic services (fillings, extractions) at 80%, and major services (crowns, bridges) at 50% after the annual deductible is met.

1.4 Health and Wellness Programs

ChemNovus Incorporated encourages a healthy lifestyle for our employees and their families. We offer various wellness programs, including on-site fitness centers, health coaching, and discounts on gym memberships and weight loss programs.

2. Financial Benefits

2.1 401(k) Retirement Savings Plan

ChemNovus Incorporated sponsors a 401(k) retirement savings plan to help you save for your future. You can contribute a percentage of your eligible compensation to the plan, up to the annual IRS limits. ChemNovus Incorporated matches 100% of your contributions, up to 6% of your eligible compensation.

2.2 Employee Stock Purchase Plan (ESPP)

The ESPP allows you to purchase ChemNovus Incorporated stock at a discounted price through payroll deductions. This is a great way to become an owner in the company and share in its success.

2.3 Life and Disability Insurance

ChemNovus Incorporated provides basic life and accidental death & dismemberment (AD&D) insurance coverage at no cost to you. Additional voluntary life insurance and short-term/long-term disability coverage options are available for purchase.

3. Work-Life Balance Benefits

3.1 Paid Time Off (PTO)

Our PTO program combines vacation, sick, and personal days into a single bank of paid time off hours. PTO accrual rates are based on your years of service and employment status (full-time or part-time).

3.2 Parental Leave

ChemNovus Incorporated offers paid parental leave for both mothers and fathers following the birth or adoption of a child. Eligible employees can receive up to 12 weeks of paid leave.

3.3 Employee Assistance Program (EAP)

The EAP provides confidential counseling and support services to help you and your family members manage personal or work-related challenges, such as stress, financial concerns, or legal issues.

4. Additional Benefits

4.1 Tuition Assistance

ChemNovus Incorporated encourages continuous learning and professional development. Eligible employees can receive tuition reimbursement for job-related courses and degree programs.

4.2 Employee Discounts

As a ChemNovus Incorporated employee, you can enjoy discounts on various products and services, including cell phone plans, travel, and ChemNovus Incorporated merchandise.

4.3 Charitable Giving and Volunteer Programs

ChemNovus Incorporated supports various charitable organizations and encourages employees to get involved in their communities through volunteer opportunities and matching gift programs.

This guide provides an overview of the benefits programs available to ChemNovus Incorporated employees. For more detailed information or specific questions, please contact the Human Resources department or visit the ChemNovus Incorporated Employee Benefits Portal.