



Employee Benefits

PLI recognizes the hard work our employees do every day and the role they play in contributing to our success. As a result, we have worked hard to create a comprehensive benefits package. Below is an overview of the benefits available to full-time employees and their families. Please note that these are just short descriptions of the benefits we offer, and that plan details will become available at the time of hire.

Medical	PLI offers a choice of health plans that have been selected for you and your family based on your location. PLI has an active wellness program with discounts on medical insurance for participation.
Dental	Dental is offered through Principal. Our dental plan pays 100% coverage for preventive services, 80% Basic and 50% Major procedures. There is a calendar year maximum of \$1,500 per person.
Vision	PLI offers a vision plan to employees through Superior Vision. This plan provides coverage for eye exams, glasses and contact lenses at minimal copays. Employees may go to an eye doctor of their choice, but receive a richer, more comprehensive benefit when visiting Superior Vision providers.
Short-term Disability	PLI offers a voluntary short-term disability plan in the event you become disabled from a non-work-related injury or sickness. Employees receive 60% of weekly income up to \$1,250 maximum per week. Benefits begin in two weeks if the disability is due to an accident or illness and continue for 90 days.
Long-term disability	PLI also offers voluntary long-term disability plan to our employees. Once an employee has completed a 90-day waiting period, the monthly benefit will be 60% of the employee's monthly earnings up to the maximum benefit of \$5,000. Benefits continue until Social Security Retirement Age.
Basic Life and Accidental Death and Dismemberment (AD&D)	PLI provides and pays for life insurance in the amount of \$30,000 which also includes accidental death and dismemberment (AD&D) insurance for \$30,000.
Voluntary/Supplemental Life Insurance	PLI offers additional Term Life insurance for all employees and their qualified dependents to purchase. Employees may purchase up to a guaranteed amount \$200,000. Additional coverage up to \$500,000 may be purchased but is based on health history. Spouses may be covered up to \$150,000, with \$40,000 guaranteed. Children may be covered for \$2,500, \$5,000 or \$10,000.
Health Care Spending Account	PLI employees are offered the opportunity to enroll in a flexible spending account for healthcare to help offset employee expenses on medical, dental and vision expenses.

Overview of Employee Benefits at Plasticard Locktech International

Dependent Care Spending Account	PLI employees are also offered a flexible spending account for Dependent Care to help pay for day care, summer camps, before and after school programs for working parents. Up to \$5,000 per married couple may be set aside on a pre-tax basis to assist with these costs.
401(k) Plan	PLI offers a 401(k) and Roth savings plan to full-time employees. PLI offers a discretionary Company match and will communicate the timing of the match. PLI will match the first 6% of employee contribution for a 3% max Company match. Vesting will occur based on years of service: 20% vesting each year after the 2 years of PLI service (this is based on PLI service, not 401K plan participation years).
PTO	PLI provides Paid Time Off to allow you with the flexibility to use your time off to meet your personal needs, while recognizing your individual responsibility to manage your time away from work. PTO hours accrue each pay period based on your years of service.
Hospital Indemnity Insurance	The voluntary hospital indemnity plan provides reimbursement coverage for inpatient hospitalizations. Benefits are paid directly to the employee and can help pay your share of the deductible for a hospital confinement.
Accident / Critical Illness / Cancer Insurance	Accident, Critical Illness and Cancer plans provide coverage to help bridge the gap created by insurance plan deductibles and disability plan benefits. PLI offers these voluntary plans that are valuable protection if one should face cancer, stroke heart attack, kidney failure and many other critical illnesses or accidents.
Pet Insurance	With veterinary care costs rising so quickly, PLI provides the solution to help employees with these costs with a voluntary comprehensive Pet insurance plan through Nationwide insurance. Employees receive discounted premiums by enrolling through PLI.