



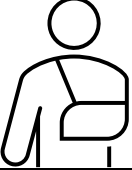

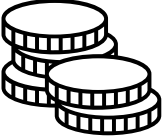



Employee Benefit Highlights

Endless Horizons Benefits Overview

Benefit Year: May 1, 2023 – April 30, 2024

Endless Horizons is pleased to offer a comprehensive, high-quality benefits package. Upon your hire, you will be provided additional details outlining the benefits available to you. Below is a high-level summary of the benefits available:

	Medical <ul style="list-style-type: none">• 3 Medical Plan options through Anthem• PPO and HSA Plan options available• Employee Assistance Program available at no cost
	Dental <ul style="list-style-type: none">• PPO Plan option through Anthem• 2 annual cleanings per year
	Vision <ul style="list-style-type: none">• Plan option through Anthem• \$10 copay for annual eye exam• Up to \$130 allowance on glasses or contacts
	Life Insurance <ul style="list-style-type: none">• Company Sponsored Life Insurance that only requires you to designate a beneficiary.• Additional Voluntary Life option with a Guarantee Issue provision at your new hire enrollment.
	Disability Insurance <ul style="list-style-type: none">• Company Sponsored Short-Term Disability Plan• Option to elect additional Short-Term Disability coverage• Company Sponsored or Voluntary Long-Term Disability
	Additional Benefit Information Website <ul style="list-style-type: none">• Non-SCA Staff Login<ul style="list-style-type: none">○ Email: NonSCABenefits@horizonsva.com○ Password: HYSbenefits@2024• SCA Staff Login<ul style="list-style-type: none">○ Email: SCABenefits@horizonsva.com○ Password: HYSbenefits@2024
	Retirement <ul style="list-style-type: none">• Retirement plans available through Voya• Company match
	Paid Time-Off (<i>dependent on status</i>) <ul style="list-style-type: none">• Vacation Days• Sick Days• PTO Accruals

This summary is for illustrative purposes only and ultimately the carrier documents prevail to the full detail of the benefits.

