



## 2024 New Hire Summary Of Benefits

When you join ID Logistics, you become part of a company committed to Investing in our Employees. This commitment is the foundation for the ID Logistics benefits program.

We encourage you to be an informed consumer of your benefits so that you can make the right choices for you and your family, and take full advantage of the many programs and resources ID Logistics offers to enrich your health, your life, and your future.

**ABOUT THIS BENEFITS SUMMARY:** This Benefits Summary describes the highlights of the Benefits Program in non-technical language. Your specific rights to benefits under this plan are governed solely, and in every respect, by the official documents and not the information contained within this Benefits Summary. If there is any discrepancy between the descriptions of the plan elements in this Benefits Summary and the official plan documents, the language of the official plan documents shall prevail as accurate. Please refer to the plan-specific documents published by each of the respective carriers for detailed plan information. Eligibility for any benefit plan is determined by applicable plan documents and policies. You should be aware that any and all elements of the Benefits Program may be modified in the future to meet Internal Revenue Service rules or otherwise as determined by the company.

# Our Benefits

*Valuable Benefits For Your Peace Of Mind.*



## Invest

in·vest | \ in·vest \  
invested; investing; invests  
*transitive verb*  
To involve or engage especially emotionally

As an Employer of Choice, ID Logistics invests in you by providing a comprehensive benefits program that offers a valuable, affordable benefit plan package.

### Comprehensive and Affordable Benefits



#### Medical

You will have the ability to choose between 3 medical plan options. The options are all traditional style health plans (offered through Highmark Blue Cross Blue Shield). Prescription coverage options are built into the plans.



#### Dental

ID Logistics offers two options for dental coverage. The Dental program covers a percentage of eligible services from any dentist. The Standard Dental Plan is a network-based dental program with a preset benefit schedule.



#### Vision

The EyeMed Access Network Vision Plan is offered through The Standard. It provides eye exams and lenses every 12 months and frames every 24 months.



### Plan for the unexpected

ID Logistics's life, disability, and supplemental benefits help safeguard your income and your hard-earned savings when illness or injury prevents you from working, or in the unfortunate event of death.

### Balancing Work and Personal Needs

ID Logistics recognizes that there are occasions when Employees need to take time off for vacation or to take care of personal or family matters. Here is a snapshot of the time off you may enjoy.

Vacation	You will begin to accrue paid time off starting your first day of work. The amount of vacation time available to our employees is based on years of service with the Company. Employees can begin using accrued time after 90 days of employment.
Personal/ Sick Time	ID Logistics offers a defined number of paid days during employment to be used in addition to Vacation time.
Holiday Pay	You will receive 7 Paid Holidays.
Leave of Absence	ID Logistics recognizes that there can be expected or unexpected events that may prevent your ability to report to work and offers a variety of leave of absence programs.

Basic Life and AD&D – Company Paid	ID Logistics offers Basic Life and Accidental Death and Dismemberment (AD&D) insurance to all full time Employees equal to 1x your Base Annual Earnings.
Optional Life – Employee Paid	Employees are eligible to elect additional life insurance. This coverage is available in increments of your salary to a maximum of 5x your annual salary or \$500,000. Optional Spouse and Child life coverage is also available
Short Term Disability (STD) – Company Paid	ID Logistics provides all Employees STD coverage equal to 60% of your pre-disability earnings to a to \$1,500/week Maximum Benefit. If you become disabled, benefit is payable on a weekly basis to a maximum of 24 weeks after the elimination period (15 days for accident or illness) has been met. Employees are eligible after one year of employment.
Long Term Disability (LTD) – Employee Paid	ID Logistics provides Employees the option to enroll in LTD coverage. This benefits will continue to pay 60% of your monthly pre-disability earnings after the short term disability is exhausted.
The Standard Voluntary Plans	Additional protection is available with The Standard. Critical Illness, Accident Protection and Hospital Indemnity Insurance will offer employees coverage when the need arises.

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## **Benefits That Help You Save Money!**

### **Spending Accounts**

**Options to help cover your out-of-pocket health & dependent day care expenses.**

Save money on your income taxes and use untaxed money to pay for eligible health care and dependent care expenses. Spending accounts let you do just that. Money for eligible health care and dependent care expenses is taken out of your paycheck before taxes – allowing you to pay your expenses with untaxed dollars.

### **401(k) - Build a Secure Future.**

Saving for your retirement is easiest if you start now! ID Logistics makes saving for retirement under the savings plan easier by offering an automatic enrollment feature. Once you meet the eligibility, you will automatically contribute to the ID Logistics Retirement Savings Plan. You will always be able to stop your deductions if you choose not to participate.

ID Logistics matches your contribution each pay period based on the chart at right.

This benefit is provided to encourage you to save for your retirement. You will receive the maximum company match (3.5%) by contributing at least 6% of compensation into the plan. Don't miss out! If you do not want to participate, you can change your contribution rate to 0% within the first 30 days of your enrollment, or you can adjust your contribution as appropriate for you. **You're always 100% vested (meaning you have a permanent right to the money) in your contributions, and you're 100% vested in ID Logistics's company matching account after two years of service.**

You Contribute	Your Match
1%	1%
2%	1.5%
3%	2%
4%	2.5%
5%	3%
6%	3.5%

### **Personal Insurance.**

**InsurChoice-Personal Insurance Solutions. Digitally.**

InsurChoice offers you the ability to personalize your own protection – bringing you quick, convenient, holistic coverage with incredible cost-saving discounts across a variety of top-rated insurance products and carriers. New program participants saved over \$600 year.

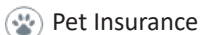
Our products are custom tailored to YOUR individual needs with competitive pricing and 24/7 online access for your convenience. Visit [https://digital.nfp.com/pc/IDUS\\_IC\\_MP](https://digital.nfp.com/pc/IDUS_IC_MP) to review the insurance options available to you.



Auto



Home



Pet Insurance



Medicare Advantage



ACA Health Insurance



Renters Insurance



Discount Program



Home Warranty



Life Insurance



Travel Protection



### **Enrolling In Your Benefits**

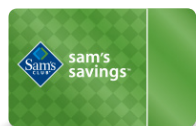
Enroll in your benefits before your eligibility date by using our Benefits Center at [www.idusbenefits.com](http://www.idusbenefits.com).

You may call the Employee Benefits Center at 1-800-307-0230 to learn more about ID Logistics's benefits, eligibility and more!

*Payroll deductions for your benefits may be retroactive to your benefit effective date if you do not enroll prior to your effective date.*



# Perks *Enjoy these generous employee discounts!*



## **Sam's Club Membership**

All benefit-eligible ID Logistics employees receive access to a free Sam's Club membership to obtain valuable savings. Employees may enroll during the 1st open enrollment period after which they are hired.

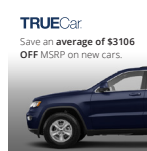
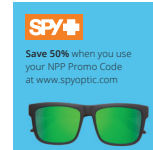
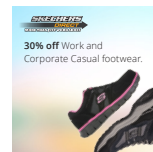
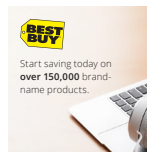
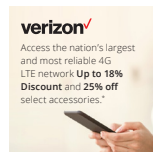
## **National Discounts**

ID Logistics employees have access to discount pricing through National Purchasing Partners.

Register today and start saving on products and services from some of the nation's leading companies.

Visit [www.mynpp.com](http://www.mynpp.com), click [JOIN NOW](#)

- Select **EMPLOYEE DISCOUNTS**
- Enter 974728EB as the company passcode and complete the form to start saving.



## **Steel Toe Shoes Discount**

Receive 15% off on safety tip shoes from **STEELTOESHOES.com** by using the code: IDUS

Once the code is entered, click the **REDEEM COUPON** button to see the savings taken off. You can then proceed to select the choice of credit card. You can also call in the order to STEELTOESHOES.com customer service (1-866-737-7775), you must mention you have a coupon code and provide the code before giving out any credit card information. All returns need to be coordinated through **STEELTOESHOES.com**.

## **Grainger Safety Products**

As an ID Logistics employee, you have access to discounted Grainger Safety products. Your discount can earn you more than 50% off! When ordering by phone at (800)GRAINGER or (877) 202-2590, reference that you are a ID Logistics Employee (#835171919) and that you'll be paying by Credit Card.



**Fire Extinguisher**  
Dry Chemical  
Item#: 5T904



**First Aid Kit - 10 Person**  
Item#: 36M331



**1/2 Gallon Cooler**  
Item#: 3UY6



**Cooling Towel**  
Item#: 2EMK6



**Roadside Emergency Kit**  
Item#: 34NL95



**Pepper Spray Kit**  
Item#: 31DV65



## **The ID Logistics Company Store**

Get outfitted at the company store!

- Scan the QR Code to access the store
- Register for the site so you can save your preferred shipping options
- Visit the site often to check for new items!

