



Benefit Summary updated for January 1, 2026.

Health, Dental, & Vision Insurance:

RoomReady will be switching to United Healthcare (UHC) medical plans for 2026. You will be able to choose from 2 PPO plan options and one HDHSA (high-deductible health savings account) plan. To show we care deeply about each employee, RoomReady will continue to offer one of the lowest cost, highest employer contributions, and overall, most competitive health, dental, and vision plans. Employees are eligible for Health, Dental, Vision, and supplemental Insurance on the 1st of the month following 30 days of employment.

The new weekly costs for the three available plans are depicted below:

Plan: \$500 Individual Deductible			Plan: \$1000 Individual Deductible		
	Weekly Cost	Increase per week		Weekly Cost	Increase per week
Employee	\$39.53	\$4.68	Employee	\$26.88	\$12.67
Employee + Spouse	\$73.95	\$19.00	Employee + Spouse	\$44.72	\$19.23
Employee + Child(ren)	\$59.15	\$.31	Employee + Child(ren)	\$36.39	\$10.75
Family	\$108.33	\$19.13	Family	\$53.05	\$19.14

Plan: HSA with \$5,000 Deductible		
	Weekly Cost	Employer HSA Contribution
Employee	\$0.00	\$10.00
Employee + Spouse	\$0.00	\$30.00
Employee + Child(ren)	\$0.00	\$30.00
Family	\$0.00	\$46.00

Dental and Vision- Both dental and vision benefits are offered through BCBS and RoomReady will provide 100% premium coverage for both dental and vision insurance to employees and a slight cost for spouses and dependents. We will offer a buy up dental insurance plan for an additional cost.

Supplemental Insurance – RoomReady will pay for \$15,000 of life insurance and offer employees the option to purchase supplemental insurance through BCBS. Supplemental coverages include *Short Term Disability, Long Term Disability, and Supplemental Life Insurance*.

401K - Employees are eligible to contribute to both a Roth 401K and a traditional 401K on the 1st of the month following 30 days of employment. We have a 50% match of up to 2%.

Years of Service	Days/Hours per Month	Days/Hours Per Year
0-2 years	1.25 days/10 hours	15 days/120 hours
3-5 years	1.67 days/13.3 hours	20 days/160 hours
6-10 years	1.91 days/15.3 hours	23 days/184 hours
11+ years	2.08 days/16.6 hours	25 days/200 hours

Paid Time Off- Employees are currently eligible for paid time off. Please see the chart below for the eligibility amounts. In 2026, up to 40 hours can be carried over the next year.

Paid Holidays- Employees are eligible to receive 8.5 paid holidays observed by the Company immediately upon employment. One holiday is a flex holiday- and can be used at any time in the year.