



BENEFITS

Our competitive benefits package is designed to meet the diverse needs of all employees. With our benefits, dynamic team atmosphere, and strong values, we help create the best environment for our staff. Reconstruction Experts offers medical, dental, and vision benefits to you and your eligible dependents. Eligibility begins on the 1st day of the month after 60 days of employment.

Health

Healthcare coverage includes medical, dental, vision, and prescription drug benefits. RE employees may choose from two different medical plans through ANTHEM- BlueCross BlueShield. We offer low and high deductible plans to ensure your needs are met depending on your situation.

RE also offers voluntary short and long term disability through Unum. These important coverages provide a tax-free income replacement benefit in case employees are unable to perform their job due to a non-work related accident, illness, or pregnancy.

RE employees will receive employer paid \$5,000 life insurance, and AD&D insurance through Unum; employees also may elect to purchase supplemental coverage for themselves or eligible dependents.

Financial and Family

To help you prepare for your future, RE offers a Traditional (pre-tax) and Roth (post-tax) 401K savings option, with unlimited access to a financial advisor.

RE offers optional Flexible Spending Accounts (FSA), which are payroll deducted pre-tax dollars set aside for qualified dependent care and health care expenditure.

- FSA for Dependent Care has an annual maximum for \$5,000 (\$2,000 if single IRS filer), and can be used for daycare centers, preschool charges, before/after school care, and more
- FSA for Health Care has an annual maximum of \$1,500, and can be used for medical, dental, and vision qualified expenses

RE employees will be enrolled in our employer paid Travel Assistance Program, which will help locate hospitals, embassies and other “unexpected” travel destinations. They will also have access to our Employee Assistance Program, which offers free counseling to employees for multiple situations such as depression, anxiety, addiction, etc. Legal counseling is also available.

RE offers a competitive PTO structure, offering three weeks of Paid Time Off

Extras

Discounts with Verizon Wireless

LifeMart is a discount shopping website that provides discounts on nationally (US) recognized brand-name products and services and local retailers.