

BENEFIT SUMMARY | Exempt Employees



Here at BSH, people are at the center of everything we do. This is why we seek to create a corporate culture in which all employees feel valued and which cultivates innovativeness based on similarities as well as differences.

We are dedicated to offering programs designed to help our employees and their families stay healthy and plan for their financial future. This Benefit Summary Sheet is designed to provide you with a broad overview of our benefit plans. If you would like additional information, please refer to our Benefits Guide for more detail.

Employees who are scheduled to work at least 20 hours/week are eligible for health & welfare benefits. These benefits are effective on the first day of the calendar month coincident with or following date of hire. Eligibility for the 401(k) Plan is effective on the first day of the calendar month coincident with or next following one month of service.



MEDICAL | Aetna & Kaiser Plan Options

Aetna		Kaiser HMO (California Only)
Traditional PPO	High-Deductible Health Plan (HDHP)	
In-network \$1,300/\$2,600 deductible	In network \$2,000/\$4,000 deductible	In-network No Deductible

Employee rates depend on several factors including; the plan, dependents enrolled, and participation in the wellness plan. 2024 bi-weekly employee rates for wellness participants range from \$67.38 to \$297.44.



DENTAL | MetLife

Dental PPO
In & Out-of-Network \$50 Individual / \$150 Family Deductible with a \$2,000 Annual Maximum



VISION | Eyemed

Core Plan	Buy-Up Plan
No Premium Charge to Employees	Enhanced Benefit Options

Note: Both plans provide coverage for exam / frames / lenses / contact lenses

Health Savings Account (HSA)

If enrolled in the High Deductible Health Plan (HDHP), BSH employees are able to contribute pre-tax dollars (up to the limits imposed by the IRS) toward their HSA.

Flexible Spending Account (FSA)

Medical FSA, Dependent Care FSA, and Limited FSA are available to all benefit eligible employees and provides tax savings towards out-of-pocket expenses.



401(k) | Vanguard

Permitted Contributions (up to IRS Limits)	<ul style="list-style-type: none"> Traditional (i.e. pre-tax) Roth After-tax Catch-Up (For those 50 years of age or older)
Company Contributions	<ul style="list-style-type: none"> BSH matches employee contributions 100% up to the first 4% of compensation

BSH may also make discretionary profit sharing contributions to participants' accounts in years when pre-determined corporate performance goals have been met.

VACATION | Time Off

Seniority	#Days/Year
0-4 years	10
5-9 years	15
10-24 years	20
25+ years	25

Holidays: BSH observes 12 paid holidays annually

Voluntary Life Insurance

Additional Life and AD&D insurance coverage may be purchased at the employee's cost. Additional insurance coverage is available for the employee, as well as coverage for the employee's spouse and dependents is available. Rates are age dependent. Evidence of Insurability is required.

Short Term Disability (STD) and Long Term Disability (LTD)

Coverage is fully paid by BSH. STD benefits provide 60% income replacement (up to \$1,500 per week) while LTD benefits provide income replacement up to 60% of income (up to \$15,000 per month). Benefits eligible exempt employees who are receiving disability insurance payments are eligible to receive a salary continuation payment from BSH for up to six weeks. The amount of the salary continuation payment is equal to 100% of the exempt employee's salary, less all disability payments received and all amounts received from any form of employment.

Educational Reimbursement Plan Up to \$5,250/year

Adoption Reimbursement Program Up to \$6,000 per adoption

Paid Parental Leave Two weeks. Available in states that do not provide paid parental leave.

Employee Discounts

Employees can purchase Bosch, Thermador, and Gaggenau appliances at discounted prices as part of the BSH Employee Purchase Program. Employees can also receive discounts on a wide variety of products, services, and programs through the Perks at Work program.

Group Life and Accidental Death & Dismemberment (AD&D) Insurance

Company paid group life and AD&D insurance in the amount of 2x base annual salary, to a maximum amount of \$750,000

SUPPLEMENTAL | Voluntary Plans

Accident Insurance

Critical Illness Insurance

Hospital Indemnity



BENEFIT SUMMARY | Non-Exempt Employees

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Sick/Personal Days

Sick Days for Non-production line are 40 hours/year*

Personal Leave Days for Production Line are 40 hours/year*

*additional sick/personal days provided where required by state or local law

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