

Osi Vision BENEFITS MANAGEMENT & SUMMARY

Osi Vision, LLC, has teamed with a professional employer organization (PEO) provider, **G&A Partners** to provide our employees a comprehensive and competitively-priced platform of medical and insurance benefits. G&A Partners offers a full array of HR Support for our organization.

G&A assists with streamlining human resources to assist in all areas such as payroll, benefit administration and employee/risk management. As our PEO, G&A also offers payroll, workers' compensation programs, and personnel records management. It also offers support which includes employment screening and recruiting. G&A excels when it comes to the management of employee benefits. Experts are available to assist employees throughout the HR process, and they have the knowledge to assist with all benefit options offered such as:

- Health care coverage: medical, dental and vision with a HSA employer contribution
- Flexible Spending Account plan
- Life insurance and personal accident insurance
- Short-term and long-term disability insurance

Learn more about our PEO provider. (See <https://www.gnapartners.com/>)



2023-2024 BENEFITS SUMMARY


***Applicable Effective Date(s)**

Healthcare Benefits are effective on the 1st of the following month from the employee date of hire.

Osi Vision Current Benefit Plan Year is **July 1, 2023 - June 30, 2024**

Employees are given fifteen (15) days from date of hire (DOH) to enroll in benefit plans.

Benefit	Description
Medical Insurance*  BlueCross BlueShield of Texas	Affordable Medical insurance through BlueCross BlueShield with company premium contributions
Dental and Vision Insurance*  GUARDIAN	Affordable Dental, and Vision insurance through Guardian
Paid Time Off (PTO)*	Three (3) weeks Paid Time Off (accrued at 5.00) hours per pay period)
Holidays**	Eleven (11) paid holidays
Life Insurance	Company paid employee life insurance policy of \$50,000.00

Benefit	Description
<p align="center">Supplemental Insurance</p>	<p>Group discounted rates on supplemental insurance:</p> <ul style="list-style-type: none"> ▪ Additional Life Insurance ▪ Dependent/Child Life Insurance ▪ Critical Care Insurance ▪ Short Term Disability ▪ Long Term Disability ▪ Legal Services
<p align="center">Retirement Accounts</p> 	<p>Participation in a 401(k) retirement program on the 1st of each following month from date of DOH. Plan managed by Slavic – https://www.slavic401k.com</p>

* Certain employees are governed by the McNamara-O’Hara Service Contract Act (SCA) and, therefore, effective date of benefits including PTO may differ from above. Please contact your supervisor or email Human Resources at hr@osivision.com if you have any questions.

** Certain employees are governed by the McNamara-O’Hara Service Contract Act (SCA) and, therefore, Holidays may differ from above. Please contact your supervisor or email Human Resources at hr@osivision.com if you have any questions.

Important Points of Contact and Portal Information:

Employee Portal Website:
Osi Vision LLC Contact:
G&A Partners Contact:

<https://worksight2.gnapartners.com>
Linda Guinn – linda.guinn@osivision.com
Rachel Stephenson – rstephenson@gnapartners.com