



Health Benefits

Medical Insurance*: Eligible employees will be covered under the SESI Medical plan provided by Blue Cross & Blue Shield of Alabama. Individual coverage is provided by the Company with no premium to the employee; employees electing Family coverage (Employee + 1 or more) will have payroll deductions taken from their bi-weekly paychecks.

Pharmacy benefits fall under this plan, employees and dependents enrolled in our medical plan are eligible to receive prescription drug benefits:

Table with 2 columns: Brand (Generic, Formulary, Non-Formulary) and Cost (\$10, \$25, \$40 per 30 day supply)

Vision Insurance*: Employees and their dependents enrolling in our medical plan will automatically be covered under the SESI Vision plan at no cost to the employee. Our vision plan provides certain preventive services at no cost and significant discounts on various other eye care services and eyewear. VSP is our eye care insurance provider.

Dental Insurance*: The Guardian Life Insurance Company is our dental care provider. As with medical coverage, dental coverage is provided with no premium to the employees; bi-weekly premium deductions will be taken from employees electing dependent coverage.

Life and Disability Benefits

Life/Accidental Death & Dismemberment Insurance: SESI covers the following:

Employee Benefit: \$50K* Spousal Benefit: \$5K* Child: \$1K*

*Under our Death & Dismemberment clause, these benefits double in fatal accident events

Short-Term Disability: Under this plan, eligible employees receive 60% of their base salary to plan maximums.

Long-Term Disability: Under this plan, eligible employees receive 60% of their base salary to plan maximums.

Optional Life Insurance: This program allows employees to purchase supplemental life insurance for themselves and their dependents.

Retirement and Profit Sharing Benefits

401(k) – For every dollar contributed to the plan up to 4% of salary, SESI will contribute 50% in match.

Profit-Sharing Program – Solely at the discretion of the President, eligible employees may receive a profit-sharing bonus

Paid Time Off Benefits

Vacation Leave – Employees accrue 15 paid days off per year at a rate of 4.6 hours per bi-weekly pay period.

Sick Leave – Employees accrue 5 days off per year at a rate of 1.5 per bi-weekly pay period.

Holiday Leave – SESI is closed to observe 10 paid holidays each year.

Tuition Reimbursement

The Company will reimburse up to \$1000 per year for tuition and book fees paid to qualified institutions of higher learning for courses to enhance an employee’s current position or a position reasonably within his or her career path.

SESI reserves the right to add, terminate, or otherwise modify these and all benefit programs and will make every effort to notify affected employees with sufficient notice. The above plan descriptions are merely overviews; official and detailed plan provisions can be obtained in Human Resources.