



## **Benefit FAQ**

**Niagara Bottling is committed to meeting the needs of our team members and their families. Here are a few questions that new team members frequently ask:**

- **What kind of benefit plans does Niagara have for me and my family?**  
Full-time team members (working 30+ hours a week) are provided benefits for core medical and dental insurance. Team members can also choose vision, life and disability, and flexible spending account benefits, as well as voluntary programs. Legal spouse or domestic partner and dependent children, up to age 26, are also eligible.
- **When will I be eligible for benefits?**  
You, and your family, are eligible the 1<sup>ST</sup> of the month after your first 90 days of employment.
- **What is the coverage for medical benefits?**  
Preventive care under medical covered at 100% under all plans, with no cost to you. (Annual physical and check-ups, routine immunizations for children, mammograms and colorectal cancer screenings)  
65% coverage of employee and dependent medical costs is covered.
- **Does Niagara have paid holidays?**  
Yes. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve (Half Day), Christmas Day
- **Is there any other assistance for team members?**  
Our team members enjoy a Health Advocate and an Employee Assistance Program.  
  
Your Health Advocate helps to resolve healthcare and insurance-related issues and interacts with healthcare professionals and insurance companies.  
  
The Employee Assistance Program is available to team members for face-to-face visits with local counselors for assessment and short term problem resolution for issues like stress management, relationship issues, personal legal issues, financial concerns, and emotional distress and loss.
- **What else should I know?**  
Niagara makes understanding benefit details easy for our new team members. We're here to help you!