



2025 Benefits at a Glance

BENEFIT	Full-time 60-80 Hrs. ppd	Part-time 40-59 Hrs. ppd	Per Diem	WHEN ELIGIBLE	BENEFIT DESCRIPTION															
Medical Coverage (includes vision)	X	X	X	First of month following or coinciding with 30 days.	Choice of 2 medical HMO plans.															
Hospital Indemnity Insurance Plan	X	X		First of the month following or coinciding with 30 days.	Supplement your existing medical coverage for yourself or yourself and your eligible dependents to provide financial support for some out-of-pocket expenses, employee paid. Choice of low or high plan option.															
Dental Coverage	X	X		First of month following or coinciding with 30 days.	Choice of 2 dental PPO plans.															
Life and AD&D Insurance	X	X		First of month following or coinciding with 30 days.	Basic-1 times annual base earnings, employer-paid (for each). Supplemental-1, 2, 3, 4 times base earnings, employee-paid.															
Dependent Life Insurance	X	X		First of month following or coinciding with 30 days.	Choice of \$5,000; \$10,000 for child(ren) and \$5,000; \$10,000; \$25,000; \$50,000; \$75,000; \$100,000 for spouse/domestic partner, employee-paid.															
Personal Accident Insurance	X	X		First of month following or coinciding with 30 days.	Supplemental accidental death and dismemberment insurance due to loss as a result of a covered accident, employee-paid.															
Group Accident Insurance Plan	X	X		First of month following or coinciding with 30 days.	Supplemental accident insurance with schedule of benefits for several covered accidents, employee paid. Enroll yourself or yourself and your eligible dependents.															
Long Term Disability Insurance	X	X		First of month following or coinciding with 30 days.	Basic-Disability income protection, 60% of annual base earnings, employer-paid. Supplemental-Additional 6 ² / ₃ % disability income protection of annual base earnings, employee-paid.															
Critical Illness Insurance	X	X		First of month following or coinciding with 30 days.	Additional insurance to help manage the costs of surviving a critical illness for yourself and/or dependents.															
Flexible Spending Accounts-Health Care and Dependent Care	X	X		First of month following or coinciding with 30 days.	Pre-tax account to reimburse eligible health care and dependent day care expenses. Annual maximums – up to the annual statutory limits.															
SharpSaver Retirement Plan	X	X	X	Date of hire.	After-tax retirement plan offering a variety of investment options with Sharp matching contributions.															
403(b) Retirement Plan	X	X	X	Date of hire.	Pre-tax and Roth employee savings program offering a variety of investment options. There are no Sharp matching contributions under this program.															
Paid Leave Plan	X Prorated PTO <72 hrs. Minimum of 40 ESI hours per year	X Prorated Minimum of 40 ESI hours per year	X ESI Only	Date of hire. (Accrual begins) ESI Usage: 90-day wait for New Hires.	<p>PTO Annual Accrual (<72 hrs pro-rated)</p> <table border="1"> <thead> <tr> <th>Yrs. Service</th> <th>PTO</th> <th>ESI</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>25 days</td> <td>Varies</td> </tr> <tr> <td>5-9</td> <td>30 days</td> <td>Varies</td> </tr> <tr> <td>10-19</td> <td>35 days</td> <td>Varies</td> </tr> <tr> <td>20+</td> <td>36 days</td> <td>Varies</td> </tr> </tbody> </table> <p>Extended Sick Insurance (ESI): 1 hour for every 30 eligible hours worked. Plan maximum for Per Diem employees is 120 hours.</p>	Yrs. Service	PTO	ESI	0-4	25 days	Varies	5-9	30 days	Varies	10-19	35 days	Varies	20+	36 days	Varies
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2025 Benefits at a Glance (cont.)

BENEFIT	Full-time 60-80 Hrs. ppd	Part-time 40-59 Hrs. ppd	Per Diem	WHEN ELIGIBLE	BENEFIT DESCRIPTION
Employee Assistance Program	X	X	X	Date of hire.	Confidential counseling and referral source, employer paid.
Adoption Assistance Benefit	X	X		Date of hire.	This benefit provides reimbursement for a variety of adoption related expenses free of federal income tax, up to the plan maximum per adoption with a set lifetime maximum. Reimbursement requests should be submitted via Workday once the adoption has been finalized. Payment will be made via the regular payroll cycle following approval.
Care.com (Care@work)	X	X	X	First of the month following or coinciding with 30 days	Unlimited no cost membership providing you with access to Care.com's network of caregivers to assist you in finding resources for in-home or in-center care. Provides ongoing care, to include your children and/or your elderly family members when your regular care is not available. Additional at home services may include housekeeping and pet sitting.
Group Legal Plan	X	X		First of the month following or coinciding with 30 days	Prepaid group legal plan with schedule of benefits, employee-paid. Prepaid group legal plan provides two enrollment options. Employee only or Plus Parents – Your parents receive relevant estate planning and/or family and elder care legal services.
Group Home/Auto Insurance	X	X		First of month following or coinciding with 30 days.	Personal property and casualty insurance group rates.
Pet Insurance	X	X		First of month following or coinciding with 30 days	Additional insurance to help offset the cost of pet care.
Employee Emergency Loan Program	X	X		First of the month following or coinciding with 30 days.	Access to low-cost loans through Kashable. Pay off debt, preserve your retirement, or manage non-budgeted expenses. Loans are subject to approval by Kashable and are repaid automatically through payroll deduction.
College Savings Plan	X	X	X	Date of hire.	After-tax college savings plan for self or other qualified beneficiaries. There are no Sharp contributions under this program.
Guild Education Program	X	X		Date of hire.	Reimbursement for approved college tuition (through Guild) up to annual maximum. Various Sharp funded options also available in the Guild education catalog.
Education Reimbursement Outside Training	X	X		Following 90 days of continuous employment	Reimbursement for outside training up to fiscal year maximum may be reimbursed via Workday.
Bereavement Leave	X	X	X	Upon hire, if scheduled hours	24 hours of paid time off plus 36 hours of ESI if available. If per diem, 24 hours paid if scheduled.