



2025 Benefit Summary for Full-Time Employees

Updated 12/17/2024

Benefit	Eligibility Date	Description
Health Insurance	1 st of the Month after 30 days	Available for qualified full-time employees and their dependents. The cost of the premium is shared between the employee and Regency.
Dental & Vision Insurance	1 st of the Month after 30 days	Available for qualified full-time employees and their dependents. Premiums are paid fully by the employee.
Health Reimb Account (HRA)	1 st of the Month after 30 days	Funded by Regency to assist qualified employees to pay for eligible insurance expenses up to \$1000/year.
Flex Spending Account	1 st of the Month after 30 days	Flex Spending and Dependent Care Accounts are available for qualified full-time employees to set aside pre-tax dollars to pay for qualifying expenses.
Life Insurance	1 st of the Month after 30 days	A Basic Life and AD&D Life ins benefit of \$50,000 is provided to qualified full-time employees at no cost to the employee. Voluntary life insurance coverage for employees and their dependents is also available with premiums paid by the employee.
Disability Insurance	1 st of the Month after 30 days	Short-Term (STD) and Long-Term (LTD) Disability ins is paid for by Regency. After waiting period, the STD benefit amount pays 66.67% for up to 13 weeks with the LTD benefit amount paying 66.67%. A pre-existing waiting period applies to LTD.
401(k) Retirement Plan	Contributions: 1 st of the mth after 30 days - Comp Match: 1 st of the qtr after 1 yr	Employees 21 years or older are eligible to contribute on the 1 st of the month after completing 30 days of service. On the 1 st of the quarter after completing 1 year of service, Regency matches 100% for the first 3% of employee deferrals and 50% for the next 2% of employee deferrals. (This equates to a total match of 4% for an employee who defers 5%.)
Holidays	Immediately	Regency observes 10-1/2 paid holidays each year: New Year's Day; President's Day; Memorial Day; Juneteenth; Independence Day; Labor Day; Thanksgiving Day & Friday following; Christmas Eve & Christmas Day; and ½ day for New Year's Eve.
Paid Time Off (PTO)	Immediately and updated on a bi-weekly basis	Employees accrue PTO based upon paid hours. The accrual rate is based on Years of Service (YOS). 0 through 4 YOS = ~17 days/year* (0.06538/hr). 5 through 9 YOS=~22 days/yr* (0.08462/hr). 10 through 19 YOS=~27 days/yr* (0.10385/hr). 20+ YOS=~32 days/year* (0.12308/hour) *Annual Accrual Rates estimated based on a 40-hr work week.
Birthday	Within 60 days of birthday	8 hours of paid time off provide to celebrate your birthday. Must be employed on or before birthday for benefits to be available in the first year.
Regency Cares	Immediately	Regency provides 16 paid hours each calendar year for FT employees to volunteer their time to charitable organizations.
Educational Reimbursement	After 6 months of employment	Regency reimburses employees who participate in approved educational courses, up to \$2,000 per calendar year.

Benefits are subject to rules set forth in current plan documents and company policies.

Refer to the Benefit Guide and Plan Documents for more plan details including insurance premium amounts.

Benefits may change at the discretion of the company.