

Your Sharp Benefits Have You Covered

SHARP

The benefits you have now at Sharp exceed the market in many categories. Look at all you have:

➔ Added in 2022

- ✔ LifeCare provides access to 1:1 personalized assistance and resources to support employees' family and overall well-being
- ✔ Kashable low-cost loans for employees
- ✔ Enhanced remote work benefits to provide best-in class benefits for remote talent that work in eligible states

- ✔ Medical plan with up to 100% of costs covered for employees on basic HMO plan and up to 85% subsidy for dependents
- ✔ Dental plan
- ✔ Vision plan (included in medical plan)
- ✔ Hospital indemnity insurance plan
- ✔ Retiree medical continuation coverage (after age 55)
- ✔ Retiree medical continuation coverage (after age 60)
- ✔ Life and AD&D insurance
- ✔ Dependent life insurance
- ✔ Personal accident insurance
- ✔ Group accident insurance plan
- ✔ Long term disability insurance
- ✔ Critical illness insurance
- ✔ Health Care Flexible Spending Account
- ✔ Dependent Care Flexible Spending Account
- ✔ Sharp\$aver pension and defined contribution plan
- ✔ 1-on-1 financial coaching
- ✔ 403(b) retirement plan
- ✔ Paid leave plan
- ✔ Employee Assistance Program
- ✔ Care.com (Care@work)
- ✔ Fertility and growing family support
- ✔ Domestic partner benefits
- ✔ Group legal plan
- ✔ Group home/auto insurance
- ✔ Pet insurance
- ✔ Employee emergency loan program
- ✔ PerkSpot benefits for all employees, offering savings from partners like Verizon, AT&T, T-Mobile and Apple, among many others
- ✔ Discounts on theme parks, local entertainment, hotels, car rentals and many more through PerkSpot
- ✔ College savings plan
- ✔ Bereavement leave
- ✔ Child and adult backup care
- ✔ Free and low cost access to fitness, nutrition and mindfulness resources
- ✔ Annual PTO payout and/or contribution to Sharp retirement plan

➔ New for 2023

- ✔ College tuition reimbursement (increased to \$5,000 for 2023 from \$3,000)
- ✔ Debt-free education benefit
- ✔ Enhanced dental plan for identified medical conditions
- ✔ Retiree Health Reimbursement Arrangement Plan (RHRA) (late-2023)
- ✔ Adoption assistance program with a \$5,000 assistance benefit for adoption (mid-2023)



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Flip the page to see what benefits you might have with the union

Your Benefits with SEIU-UHW



There are no guarantees in the collective bargaining process – your benefits would be subject to negotiations.

You could end up with the same, more or less than you have now – and the union will expect you to pay dues no matter the outcome.

Don't risk your Sharp benefits



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