



2026 Full-time Benefits Overview

All benefits info can be found on this site: [P.L. Marketing – your employee benefits](#)

9 PAID HOLIDAYS

New Year’s Day (Thursday, January 1st)
Memorial Day (Monday, May 25th)
Independence Day (Friday, July)
Labor Day (Monday, September 1st)
Floating Holiday (day of your choice)

Thanksgiving Day (Thursday, November 26th)
Day after Thanksgiving (Friday, November 27th)
Christmas Eve (Thursday, December 24th)
Christmas Day (Friday, December 25th)

PAID TIME OFF

Years of Service	PTO Hours
Hire to year of 3 rd Anniversary	160 hours
Year of Hire plus 3 Years	200 hours
Year of Hire plus 8 Years	240 hours

HEALTH & WELLNESS DAYS

To be used during times of illness or to focus on individual health and well-being of all full-time employees.

Eligible Hours, based on position
twenty-four (24) or thirty (30) hours

Prorated based on hire date into eligible position.

PER PAYCHECK HEALTHCARE PLAN RATES (Bi-weekly)

United Healthcare Medical Plans	HDHP Plan	Surest Plan	Wellness Surcharge
Employee Only	\$55.48	\$83.16	\$50.00
Employee + Spouse	\$161.85	\$222.96	\$50.00
Employee + Children	\$147.49	\$201.82	\$50.00
Employee + Family	\$242.49	\$327.78	\$50.00

**If you wish to cover your working spouse, that has medical benefits available to them through their employer, you will be subject to a monthly surcharge of \$200 per month (\$92.30 per pay).*

Delta Dental Plans	Basic	Enhanced
Employee	\$8.11	\$15.07
Employee & Spouse	\$16.23	\$30.15
Employee & Child(ren)	\$22.10	\$40.66
Family	\$31.53	\$58.58

EyeMed Vision Plan	
Employee	\$2.71
Employee & Spouse	\$4.75
Employee & Child(ren)	\$5.16
Family	\$7.87

HEALTH SAVINGS ACCOUNT – EMPLOYER MATCHING CONTRIBUTION

PL Marketing offers \$1 for \$1 company match up to the first \$250 dollars in pretax contribution for the employee only plan and up to the first \$500 dollars in pretax contributions for the employee plus dependent plan. For the 2026 tax year, IRS guidelines allow contributions up to \$4,400 each year if you have self-only HDHP coverage, or up to \$8,750 if you have family HDHP coverage. Any money left in the account at the end of the year will roll forward to the next year. As noted above, you cannot contribute to an HSA plan if you choose to enroll in the Surest medical plan; you must be on the high-deductible health plan. [Health Savings Account \(HSA\) – P.L. Marketing](#)

FLEXIBLE SPENDING ACCOUNTS

Set aside up to \$3,400 pre-tax annually for medical, dental, and vision expenses; or \$7,500 for dependent care. For married couples filing separately the limit is \$3,750 per spouse. [Flexible Spending Account \(FSA\)](#)

NOOM WEIGHT

Noom is an award-winning weight loss program app designed by psychologists & scientifically proven to create real, sustainable results. Employees and dependents over 18 enrolled in the UHC medical plan can enroll at no cost! [Noom – P.L. Marketing](#)

SHORT TERM DISABILITY

Provides pay continuation for an employee set at 60% of their normal salary to a maximum of 12 weeks due to the medical disability of the employee that lasts greater than 5 consecutive days. [Leave of Absence](#)

LONG TERM DISABILITY

Insurance coverage that compensates employees 60% of salary up to \$6,000 per month for an employee medical disability that extends beyond 13 weeks. [Leave of Absence](#)

PARENTAL LEAVE

Up to (160) hours of paid Parental Leave for the birth/adoption of a child of the employee or employee's spouse. [Leave of Absence](#)

MATERNITY LEAVE

In addition to receiving Parental Leave, employees who are eligible for Short Term Disability coverage related to the birth of a child are eligible for the Maternity Leave benefit. The company will pay an employee 40% of their base pay. This amount is in addition to the pay benefit provided through the Short-Term Disability benefit and provides a total of 100% pay while out on disability due to the birth of a child. [Leave of Absence](#)

FERTILITY SOLUTIONS

If you are enrolled in either the HDHP or Surest medical plan will also include a \$5,000 lifetime maximum benefit for Fertility Services. [Family Planning Benefits & Resources – P.L. Marketing](#)

LIFE INSURANCE (company paid)

1x annual salary + \$15,000 to a maximum of \$150,000. [Life and AD&D Insurance – P.L. Marketing](#)

VOLUNTARY BENEFITS

PLM offers additional Life Insurance as well as Critical Illness, Accident, and Hospital Indemnity Insurance for yourself and dependents. Identity & Fraud Protection and Pet Insurance. All info and pricing for these voluntary benefits can be found on the benefits microsite: [P.L. Marketing – your employee benefits](#)

401-K PROGRAM

Employees are eligible for the 401k plan on the first of the month after 30 days of employment. After 1 year of service, an employee who enrolls is eligible for receiving a company match of 100% on the first 3% of their employee contributions and a 50% match on the next 2% of their employee contributions. Employees are 100% vested in company match. [401\(k\) Retirement Plan – P.L. Marketing](#)

ESOP (Employee Stock Ownership Plan)

The company provides its employees an opportunity to participate in an Employee Stock Ownership Plan. Eligibility for the plan requires an employee to be employed for 1 year and have worked at least 1,000 hours in each eligible year. Stock awards are established annually based on company performance and are distributed using a ratio of an employee's yearend taxable earnings. Employees must attain 3 years of eligible service with the Company, having worked a minimum of 1,000 hours in each of the 3 years to become vested in the ESOP benefits. [Employee Stock Ownership Program \(ESOP\) – P.L. Marketing](#)