

Davey Employee Benefits



A benefits information packet will come in the mail, or you can view benefits plan information online. Benefits enrollment must be completed in SuccessFactors within 30 days of your hire date. Benefits are active from your first day of hire.

The listed benefits are for full-time active Davey employees; for unionized Davey employees, your Collective Bargaining Agreement will take precedence in the event of any differences.



Health Benefits

Group Health Insurance

The Group Insurance Plan offers two deductible options. Both options include preventive care services, physician office visits, chiropractic services, outpatient facility services, home care services, inpatient services, preadmission testing, maternity services, medical supplies, equipment and appliances, ambulance services, mental health/substance abuse, tissue transplant, human organ transplant, hospice services, accident-related dental services, emergency care, urgent care and prescription drug. Most services require a copayment/coinsurance after the deductible is met.

Dental Insurance

The Dental Plan provides for diagnostic and preventive care, as well as most forms of specialty dental treatment. Maximum amount of dental benefits for all coverages, except orthodontic benefits, is \$1,500 per benefit year. Orthodontic benefits have a lifetime maximum of \$1,500 per dependent child under 19 years of age.



Health Benefits

Life Insurance

Davey offers a Traditional Voluntary Term Life Plan with Accidental Death & Dismemberment. Coverage is available in units of \$10,000 with a Minimum Coverage Amount of \$10,000 and a maximum coverage of \$350,000. Up to \$250,000 of coverage is guaranteed*. Employees age 65-69 are guaranteed coverage of \$10,000. Employees age 70 and over can apply for a maximum benefit of \$50,000. Spouse or Dependent Child(ren) coverage, you may purchase coverage for your spouse in the amount of up to ½ of your elected coverage in \$5,000 increments not to exceed \$150,000. The guaranteed amount for spouse life is \$25,000. You may purchase dependent child(ren) life coverage in the amount of \$5,000 or \$10,000 per child.

*Guaranteed coverage means that no medical questions are asked in order to sign up. Coverage is available as you meet the eligibility requirements and enroll for supplemental life insurance coverage at the same time that you initially enroll in the Basic and Accidental Death & Dismemberment Life Insurance Plan.

Vision Insurance

Vision Insurance offers Vision Care services that include: eye examinations, eyeglass lenses, frames, and contact lenses with copayment. Laser vision correction is available at a discount with a network provider.



Health Benefits

Short Term Disability

Short Term Disability is an insurance program that provides employees with income replacement if they are unable to work due to a disabling non-work related accident, illness, pregnancy or complications of a pregnancy. Employees will be automatically enrolled to receive Short Term Disability benefits and are able to opt out of the benefit completely if they so choose.

Long Term Disability

Long Term Disability is an insurance program that provides employees with income replacement if they are unable to work due to a disabling non-work related accident, illness, pregnancy, or complication of pregnancy that will exceed the limitations of the Short Term Disability plan. Long Term Disability is based off your monthly base salary and can provide a benefit of up to 60% of your monthly income.



Health Benefits

Hospital and Accident Supplemental Insurance

Hospital insurance helps employees and their families cope with the financial impacts of a hospitalization. You will receive a fixed lump-sum payment that can help cover expenses when you and/or your covered dependents are admitted to the hospital for a covered accident, illness, or childbirth.

Accident insurance provides benefits to help cover the cost associated with unexpected bills due to covered accidents, regardless of any other insurance you have. If you purchase coverage and are hurt in a covered accident, you will receive a cash benefit for covered injuries that you may spend as you like.

Every year, each family member who has coverage can also receive \$50 for getting a covered “Be Well” screening test. See your summary plan documents for more information on covered exams, screenings, and immunizations.

Paid Parental Leave

Provides 4 weeks paid birth leave for vaginal delivery or 6 weeks paid birth leave for C-section in a rolling 12-month period. Additionally, Davey Tree provides up to 2 weeks of paid parental leave (Bonding Leave) in a rolling 12-month period to an employee following the birth of a child or the placement of a child through adoption or foster care. Bonding Leave is available to both the parent giving birth and non-birth parent. Each week of paid birth or parental leave is compensated up to 100% of regular pay.



401K

Davey offers eligible employees, who are age 21 and have one year of continuous service, an easy way to save for your future with the 401K SOP and ESOP Programs through Principal Financial Group. You choose the 401K contribution amount that you would like deducted from your paycheck. With tax deferred contributions you do not pay federal (and in most cases, state and local) income taxes on the money you contribute on a pretax basis. The money contributed and the earnings in the 401K will be taxed at withdrawal. There are a variety of investment options that you may select from among the plan's investment options, which have been specifically chosen to give you flexibility and help you save for retirement. Davey matches 100% of the first 3% and 50% of the next 2% of your contribution to the plan, for a total potential company match of 4%. Match will be contributed quarterly to your account.



Stock Purchase Plan

All full-time employees, with at least one year of continuous service, are eligible for the Davey Stock Purchase Plan. Eligible employees can enter the plan or change their deductions twice a year when the stock window is open. You may withdraw at any time and receive cash (including interest), and you may suspend deductions at any time. Purchase Price is 85 percent of Fair Market Value. The Company has option to purchase shares at Fair Market Value immediately on termination or when employee decides to sell.



Davey Payroll Savings Program

The Payroll Savings Plan is available to active employees. You may sign up for the Payroll Savings Program at any time and deduct any amount you would like. The interest rate is an average of the prime lending rate at the local statement savings rate at the Davey Tree Expert Company's prime lending institution, which is currently Key Bank. Interest is given two times a year; after the last pay in September, if your account balance is more than \$50 or more and you have not made a **complete** savings withdrawal during the six months period. Interest rates change April 1st and October 1st. You may suspend your deductions at any time.



Davey Discounts and Incentives

Davey Employee Discount

All Davey employees are entitled to a 20 percent discount on all Davey services. Talk with your local sales arborist about getting a quote.

New Hire Referral Program

Send-a-friend is Davey's Employee referral bonus program. You help us find passionate employees, just like you, that are ready to work hard and succeed. An eligible referral can earn you a total of \$1000 per referral. Referring employee must be an hourly Davey employee and the new hire must stay with Davey for a minimum of six months to earn the full bonus. For more information or to refer a friend, go to the DaveyConnect App under the HR Hub.

Childcare Discounts

Davey offers a 10% tuition discount at both The Learning Experience (TLE) and KinderCare Learning Centers. To learn more about TLE's child care programs and to find a center near you call 888-991-4222 or visit www.TheLearningExperience.com/our-programs. To learn more about KinderCare and to find a center near you call 888-525-2780 or visit www.kindercare.com/davey.

Charitable Contributions

Davey offers a Matching Gift Program that will match up to \$500 annually to eligible organizations of the employees' choice. The Matching Gift Form can be found through the DaveyConnect App in the HR Hub.

Investing in Higher Education

Employee Scholarships

The Davey Tree Employee Scholarship is for our employees that are pursuing additional educational degrees or certifications in:

- The green industry; and/or
- Business, administrative, or technical work skills related to the position the employee currently holds or intends to pursue at Davey Tree.

Candidates must be employees of Davey Tree for one year if full-time, or two years if part-time at the time of selection. Scholarship award amounts range from \$1,000 to \$5,000 per academic year. Full eligibility can be found through the DaveyConnect App under HR Hub and you can apply at <https://cfprograms.smapply.io/prog/daveyempschol>.

Employee Dependent Scholarships

The Davey Tree Family Scholarship assists qualified dependents of employees of The Davey Tree Expert Company and its subsidiaries in pursuing post high school education.

Eligibility Criteria:

- Must be a child or dependent of an active employee of The Davey Tree Expert Company or one of its subsidiaries.
- Must attend or plan to attend an accredited two-or four-year undergraduate institution; or an accredited trade, vocational, technical or career college, university or institution.

Award Amounts:

- \$2,000, \$1,500 or \$1,000

Full eligibility can be found on DaveyConnect under HR Hub and you can apply at <https://cfprograms.smapply.io/prog/daveyfamschol>.



Personal PC Upgrade Program

Davey offers a personal (home) PC Purchase Plan for employees with 12 months or more of service with the company. You may purchase a laptop, desktop or tablet for a maximum of \$2000 and turn in the receipt for reimbursement. The company will then spread out your repayment over 12 months through payroll deductions.

Cell Phone Discounts

We currently offer employee discounts programs with Verizon, T-Mobile and AT&T. The bill must be in the employee's name to be eligible, and you may need to provide your service provider with a paycheck stub to verify employment. More information on these discounts can be found through the DaveyConnect App under the HR Hub.

Employee Automotive Discount

Davey employees are eligible for various levels of discounts featuring a manufacturer's discount. Currently available through GM (Chevrolet, GMC, Buick, Cadillac) Chrysler, Jeep, Dodge, Ram, Fiat, Ford, Lincoln, Mercury, Mazda, Volvo, and Land Rover. Programs are available for new vehicle purchase or lease. Contact equipmenthelp@davey.com for more information.

**At participating dealers only.*

Choice Hotel Discounts

Enjoy The Davey Tree Expert Company's preferred nightly rates at over 7,000 Choice Hotels worldwide. Enter Rate ID 00019320 in the Special Rate box before you search for locations. More information on this discount can be found through the DaveyConnect App under the HR Hub.