



NORTEK
SECURITY & CONTROL

At Nortek Security & Control, we deliver class-leading wired and wireless products into a variety of markets. An innovator for more than 50 years, we're a team of 2,300 employees who work in Carlsbad, Calif., our world headquarters, U.S. distribution centers and manufacturing locations in China.

We're a major supplier of wireless residential security systems, access control, intercoms, garage door operators, gate operators, short- and long-range radio remote controls, and personal emergency reporting systems.

The benefits of Nortek Security & Control

We offer a fast-paced, innovative work environment with outstanding benefits, all of which you are eligible for on your first day of employment if you are working 30 or more hours a week.

- A choice of three medical plans to meet the needs of you and your family
- Flexible Spending Accounts
- Prescription drug benefit
- Vision and dental coverage
- Wellness Program
- 401(k) Savings Plan
- Basic-Term Life, Accidental Death and Dismemberment Insurance
- Optional-Term Life Insurance
- Short-term and Long-term Disability
- Paid Time Off and Holidays
- Educational Assistance
- Employee Assistance Program

MEDICAL COVERAGE

UnitedHealthCare	HRA	HSA	Kaiser HMO
Employee	\$108.22	\$72.41	\$126.21
Employee + Spouse	\$239.30	\$154.67	\$277.67
Employee + Child(ren)	\$192.58	\$126.83	\$252.43
Family	\$350.60	\$230.32	\$378.64

DENTAL COVERAGE

Delta Dental of RI	Basic	Basic Plus
Employee	\$5.68	\$7.18
Employee + Spouse	\$11.37	\$14.36
Employee + Child(ren)	\$14.21	\$17.95
Family	\$18.48	\$23.33

VISION COVERAGE

EyeMed	
Employee	\$1.07
Employee + Spouse	\$2.26
Employee + Child(ren)	\$1.93
Family	\$3.12

Comprehensive Health Plan begins first day of work. Medical plan rates do not reflect discounts for employees engaged in Nortek's Wellness program. Rates are monthly.

Medical Plan Options

We offer three choices for medical plans – two through UnitedHealthCare (UHC) based on its Choice Plus Network, as well as an HMO through Kaiser Permanente for California-based employees. Coverage for prescription drugs is available in all three plans.

1. Health Reimbursement Arrangement (HRA) Plan

The HRA plan has lower deductibles and out-of-pocket maximums; fixed copays for prescription drugs, office visits, ER and urgent care, and higher monthly premiums. This plan includes a Telemedicine Benefit.

2. Health Savings Account (HSA) Plan

The HSA plan has higher deductibles and out-of-pocket maximums and significant tax advantages. There are no copays, but there is a 20% coinsurance for prescription drugs, office visits, ER and urgent care. Monthly premiums are lower than the HRA. This plan includes a Telemedicine Benefit that is subject to deductible and coinsurance.

Healthy Lifestyles

Our UHC plans recognize and reward healthy lifestyles. In-network preventive care is covered at 100 percent, and you can earn company-paid dollars toward your benefit coverage by participating in our Vitality Wellness Program.

3. HMO Option

California-based employees have a third plan option called the Kaiser HMO. In this plan, you must designate a primary care physician and you will only receive benefits and coverage when you obtain care through a Kaiser Permanente physician or facility. This plan does not include a Telemedicine Benefit.

+ Flexible Spending Account

If you are an HRA or HMO participant, you can contribute pre-tax dollars into a Healthcare Flexible Spending Account (FSA) to use toward medical expenses. All employees who work a minimum 30 hours a week are eligible to participate in our Dependent Care Flexible Spending Account.

Additional Benefits

401(k) Plan

You are eligible to participate in our 401(k) plan immediately upon hire. You may contribute up to 30% of your salary on a pre-tax basis, subject to annual dollar limits. If you do not enroll, you will be automatically enrolled at 2% of your salary on a pre-tax basis after 45 days of employment. You may make, change or cease your pre-tax deferral contribution amount at any time during the plan year, including any automatic enrollment pre-tax contribution amount. You may also elect to make a pre-tax catch-up contribution, subject to annual dollar limits, if you are age 50 at the end of the plan year. Your pre-tax deferral contributions, including automatic contributions and catch-up contributions, are always 100% vested. >>

Each year, your pre-tax deferral contributions, including automatic enrollment contributions, are eligible for discretionary matching contributions. Nortek currently matches 50% of every dollar you contribute, up to 6% of your pay. Company matching contributions vest over a three-year vesting period, at which time you will become 100% vested. Investments under the plan, which is administered by Charles Schwab and provides a variety of diversified investment options, are self-directed.

Paid Time Off

Nortek Security & Control realizes everyone needs some time off during the year to tend to personal, family or home needs. We currently offer two vacation/PTO policies for our employees. In addition, employees still have paid holidays, as well as bereavement, jury duty and disability leave.

Leave of Absence

We offer **maternity leave** for six weeks, fully paid, and paternity or parental leave for up to 2 weeks, fully paid for the birth of a child or placement of a child through adoption or foster programs.

We offer **military leave** for up to 12 weeks, fully paid, for approved military leave.

Insurance

We provide **Basic-Term Life Insurance** and **Accidental Death & Dismemberment Insurance** equal to two times your annual base pay, up to \$300,000, at no cost. In addition, employees have the opportunity to purchase **Optional-Term Life Insurance**.

All regular, full-time employees are also eligible for:

Short-Term Disability equal to 65% of your earnings, up to \$2,500 per week for a maximum of 180 days.

Long-Term Disability equal to 60% of your earnings, up to \$10,000 per month.

Additional benefits We also offer Business Travel Accident and International Business Travel Medical Insurance for employees who travel for business.



QUESTIONS?

Call 9am-7pm EST

Have your Employee ID handy.

844.766.7835

EMAIL HRConnect@Nortek.com

VISIT [Nortek Connect Portal](#)