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## **EMPLOYEE BENEFITS OVERVIEW**

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### **MEDICAL PLANS**

Triumph offers three competitively priced medical plan options. Through the Health Savings Account (HSA), team members are able to decide how, when and where their health care dollars are spent. This plan combines a high-deductible healthcare plan Preferred Provider Benefit (PPO) with a Triumph-subsidized, tax-exempt Health Savings Account (HSA) to help cover the out of pocket healthcare expenses, such as deductibles, prescriptions and office visits. Alternatively, team members may select one of two more traditional PPO plans which allow team members to choose from one of the largest networks of doctors, hospitals and providers. All participants have access to additional special programs offered including weight management, tobacco cessation, a fitness program and more.

### **DENTAL & VISION PLANS**

Triumph offers dental coverage so team members and their family can receive the care needed to maintain good dental health. Triumph's dental insurance offers competitively priced plan option which includes preventative, restorative, prosthetic coverage and child/adult orthodontia. Additionally, vision insurance is available which includes annual eye exams, eyeglass frames, and lenses.

### **401(K) RETIREMENT SAVINGS PLAN**

Triumph provides team members the advantages of a "Safe Harbor" 401(k) retirement plan, matching 100% of the employee's contribution up to 4% with immediate vesting. The plan includes a Roth component for after-tax contributions, a wide range of investment funds to choose from, and several investment strategy options.

### **FLEXIBLE SPENDING ACCOUNTS**

Triumph offers health and dependent care flexible spending accounts, which allow team members to make pretax contributions to designated accounts from which they can be reimbursed for eligible expenses.

### **LIFE, AD&D AND DISABILITY INSURANCE**

A basic Life and Accidental Death and Dismemberment (AD&D) insurance benefit is provided by the company, as well as short and long term disability benefits, and employee assistance program. Voluntary life and AD&D coverage is also available.

### **PAID TIME OFF (PTO)**

Triumph provides a Paid Time Off (PTO) program that allows team members to use time off for vacation, personal business, illness, children's school events, religious observances, or any number of reasons. In addition, team members receive several paid holidays each year in accordance with their business' policies and customer needs.

## **ADDITIONAL BENEFITS**

- **Volunteer Program:** Provides team members with 24 company-paid hours per calendar year to volunteer at approved charitable organizations that that are meaningful to them.
- **Matching Gifts Program:** Matches team member's charitable contributions to qualified organizations up to \$500 per year.
- **Birthday Holiday:** Team members are given an additional day off during the month of their birthday.
- **Educational Assistance (Tuition Reimbursement):** Up to \$4,000 annually for qualified and approved college-level courses.
- **Wellness Program.**
- **Referral Bonus Program.**

*Disclaimer: This Benefits Summary is presented for illustrative purposes to outline the benefits available to Triumph team members and does not guarantee any employee or applicant employment, benefits or eligibility for benefits. The terms and conditions of each benefit are located in the actual plan documents. Please contact Human Resources with any questions regarding benefits and eligibility.*