



Safari Club International Employee Benefits 2026 Plan Year (07/01/2025 – 06/30/2026)

This summary applies to Full Time, Regular Employees. Full-time employees are those who work an average of 30 hours per week.

Benefits Coverage

Employees can sign up for coverage that begins on the first day of the month following thirty (30) days of employment. (Example: If you are hired March 15, April is your first full month of employment. Coverage would begin May 1.)

Medical

Medical insurance is currently provided through Cigna, a strong national carrier. Four plan options are available. The plans are the same, but with the option for non-abortion. Family coverage is available at our group rates on a pre-tax basis.

Employee's bi-weekly costs:

Plan Design	Cigna OAP PPO \$500 Plan	Cigna OAP PPO \$1,500 Plan
Description	\$500 deductible 80%/20% Co-insurance	\$1500 deductible 80%/20% Co-insurance
Plan Level	EE Pays	EE Pays
Employee Only	\$114.02	\$80.05
Employee + Spouse	\$253.58	\$186.95
Employee + Child(ren)	\$197.82	\$144.79
Employee + Family	\$343.43	\$253.62

Plan Design	Cigna OAP HDHP \$3,300.00 Base Plan	Cigna OAP HDHP \$1,650 Plan
Description	\$3,300 High Deductible 80%/20% Co-insurance	\$1,650 deductible 80%/20% Co-insurance
Plan Level	EE Pays	EE Pays
Employee Only	\$25.80	\$48.25
Employee + Spouse	\$78.65	\$124.43
Employee + Child(ren)	\$60.96	\$96.46
Employee + Family	\$106.74	\$168.88

A spousal surcharge will be added to the medical plan if an employee's spouse is covered by SCI's medical plan and has coverage options available to them through an employer or elsewhere.

Dental

SCI offers a choice of two dental plans. Employee's bi-weekly costs:

Plan Name	Cigna DHMO	Cigna Advantage DPPO
Description	Discount Program	\$50 deductible \$1000 annual max
Employee Only	\$0	\$11.48
Employee + Spouse	\$5.83	\$30.36
Employee + Child(ren)	\$8.78	\$39.72
Employee + Family	\$16.12	\$58.60

Vision

A voluntary Vision plan is available through Cigna.

Employee Cost Per Bi-weekly Paycheck:

Plan Level	Employee Cost
Employee Only	\$3.42
Employee + Spouse	\$6.84
Employee + Child(ren)	\$6.91
Employee + Family	\$11.03

Flexible Spending Account (Medical and Dependent) & Health Savings Account

Employees can set aside pre-tax earnings for eligible expenses for health and dependent care.

Freshbenies - Telemedicine

Modern, concierge health benefits that keep you and your family healthy, happy & productive!
Health Helper Card -- (Telehealth – 24/7, Doctors Online, Advocacy and Prescription Savings).

\$7.50 per family bi-weekly

AFLAC

Employees can purchase additional insurance policies through AFLAC for injury and illness with pre-tax dollars at a group rate.

Disability Insurance and Life Insurance (100% covered by SCI)

Life and AD&D (Accidental Death & Dismemberment)	1 x annual salary up to \$200,000
Dependent Life	\$5,000 dependents
Short Term Disability	60% of weekly earnings to \$1,500
Long Term Disability	66 2/3% of monthly earnings to \$8,000

Additional life insurance available for purchase by employee for themselves, their spouse, and/or their children.

Employee Assistance Program

Services are available to help employees balance their commitments in and out of work. This is an employer-paid benefit.

401(k) Retirement Program

After completing six months of service, employees become eligible for the 401k plan the first of the following month. Employees are automatically enrolled into the 401(k) plan at the default rate of 4% of their gross salary into the appropriate Age-Based Target Date Fund. Employees may choose to change the default contribution rate, direct contributions to other investment options in the plan or decline participation in the plan at any time. Employees can contribute up to 90% of their gross salary (or IRS maximums.) At the discretion of its Board of Directors, SCI matches 30% of employees' contributions up to 30%.

Paid Time Off

For new employees, SCI provides paid time off on an accrual basis. Accrued vacation may be taken after 90 days of employment.

Service Period	Per Pay Period Accrual	Yearly Accrual
1 – 4 years	4.62 hours	120 hours
5 – 10 years	6.16 hours	160 hours
11 – 15 years	7.70 hours	200 hours
16 years +	9.23 hours	240 hours

Holidays (No waiting period)

Employees receive 10 paid holidays per year as follows:

MLK Jr Day - President's Day – Memorial Day – Independence Day – Labor Day – Thanksgiving – Day after Thanksgiving – Christmas Eve – Christmas Day - New Year's Eve – New Year's Day

Hunting Days

Employees are allowed up to 2 days (16 hours) for hunting. This is an addition to PTO. Hunting days may be used after 90 days of employment.

Bereavement Leave

Employees are allowed up to four (4) days absence for necessary attendance to funeral matters for death in the immediate family. In the event of the death of other relatives or close friends, absence may be granted up to one day for funeral attendance.

Jury or Witness Duty

Employees selected for jury duty or subpoenaed involuntarily as a witness are granted time off, subject to providing verification of the jury duty or subpoena. Employees will be paid at their regular rate per day for a maximum of five days.

Education Assistance

Employees with one year of service may apply for Educational Assistance which provides tuition reimbursement for college degree programs that relate to our business. Up to \$4500 per calendar year.

Catastrophic Leave

The Catastrophic Leave Program is a voluntary plan that permits salary and benefits continuation for eligible SCI/F employees who have serious medical hardship or catastrophic illness or injury. Eligible employees are all regular, full-time employees with five (5) completed years of continuous full-time employment with SCI/F. The maximum benefit of Catastrophic Leave is a cumulative six (6) calendar months of leave.

Other Notable Benefits

- Additional Benefits offered by Cigna at no additional cost:
 - Travel Assistance (traveling more than 100 miles from home)
 - 30 days of Financial Coaching
 - Identity Theft
 - Will Preparation Services
 - Beneficiary Services (including Bereavement counseling)
- Complimentary SCI/F membership
- Complimentary SCI publications subscription
- Discount personal shipping (San Antonio only)