

At Davis-Moore we think you'll find the benefits we offer our employees are among the best in the automotive industry. We strive to provide a comprehensive benefits program that allows employees to choose which benefits best meet the needs of them and their dependents.

Our plan offers the following benefits to employees on the 1st of the month following your 90-day introductory period. Employee must be full-time (30 or more hours per week) to be eligible for these benefits. (Please note that the benefits highlighted on this page is an overview only. All benefits offered through Davis-Moore are provided in accordance with the provision of the plan documents.)

Medical:

Our medical plan utilizes a PPO network that allows employees and their dependents to enroll in a comprehensive plan with deductibles and co-insurance features at affordable rates.

Prescription:

Our prescription drug program allows employees and their families the convenience of mail order or retail pharmacy benefits at great rates.

Vision:

Comprehensive vision benefits are included when an employee and/or their dependents elect to enroll in our medical plan.

Dental:

Employees and their dependents may choose to participate in our comprehensive dental coverage benefits. Orthodontics are not included in any of the plan options.

Flexible Spending/Reimbursement Accounts:

Health Care Reimbursement Account – Employees may elect to contribute pre-tax dollars into their HSA account for expenses they have incurred not covered by Davis-Moore's medical, vision or prescription plans.

Dependent Care Reimbursement Account – Employees may contribute to their Dependent Care Account to offset the cost of expenses associated with qualifying childcare or day care providers for disabled adult dependents.

Section 125:

Those employees who choose to participate in the Davis-Moore Medical, Dental Flexible Spending and Qualifying AFLAC benefits are able to pay for their contributions with pre-tax dollars.

Life/AD & D Insurance:

Davis-Moore provides all Full-time employees with a \$20,000 group life and Accidental Death and dismemberment (AD&D) insurance, and pays the full cost of this benefit.

Employee Life Insurance:

Employees who wish to supplement their group life insurance benefits may purchase additional coverage for themselves so long as they are a full-time employee. Beneficiary Assist® and Estate Guidance® are also available with this benefit.

Dependent Life Insurance:

Employees that are full-time and wish to purchase additional life insurance coverage on their spouse and/or dependent children may do so through two different plan options under the Davis-Moore benefits plan. Beneficiary Assist® and Estate Guidance® are also available with this benefit.

Short-Term Disability:

Davis-Moore offers short-term disability benefits for full-time employees. If the employee voluntarily elects to participate in this benefit, then the employer pays the full cost of your long-term disability coverage.

Long-Term Disability:

This benefit is available for those full-time employees who elected to participate in the short-term disability coverage and is paid for by the employer. Ability Assist® is also available with this program.

AFLAC:

Specified Event Protection – This is a specified disease plan that pays you benefits direct from AFLAC in the event you are unable to work as a result of the illness.

Cancer Insurance – This benefit supplements your medical coverage and also pays direct benefits to you in the event you or a covered dependent contracts a form of cancer.

Long-Term Care Insurance – This coverage can help provide critical financial support if a chronic condition incapacitates you or a spouse for an extended time period.

Pre-Paid Legal:

This is a comprehensive legal service benefit available for full-time employees.

Fitness/Wellness Memberships:

Davis-Moore makes discounted single or family memberships available to the Wichita and surrounding area YMCA's available for your health and well-being.

401K:

Davis-Moore sponsors a 401(k) plan for full-time employees once they have completed one year of service with the company and all other eligibility criteria has been met. Employee's accounts are vested at a rate of 20% after each year of service to 100% after 5 years of vesting service to the company. The employer will match up to 2% once you are eligible to participate in the plan.

GMAC Mortgage Services:

The GM Family First program is available to all employees of Davis-Moore who are considering buying a new home. This program allows you to take advantage of low interest rates or cash-off at closing, but entitles you to a package of exclusive services that includes a guaranteed closing quote and date and real estate agency assistance.

Employee Assistance Plan:

Davis-Moore provides CONFIDENTIAL assessments, referrals, resources and crisis intervention services 24 hours a day, 7 days a week through EMPAC. From time to time, employees and their immediate families may be in need of additional resources. Therefore, this employee assistance plan is sponsored by the employer at no cost to the employee.

Holidays:

Davis-Moore observes six holidays each year.

Employee Discounts:

Employees and their immediate family are eligible to receive generous discounts from Davis-Moore on parts, service and vehicle purchases.