



BENEFITS AT A GLANCE

Working for Liberty Energy Services means you receive a rich benefits package at a low cost.

BENEFIT	WHO'S ELIGIBLE	WHEN ELIGIBLE	WHAT YOU RECEIVE
Health Benefits with Prescription Coverage	Full-time employees	1 st of the month following a 30-day waiting period	Two health plan options (80% in-network or 50% out-of-network after meeting deductible) • \$40 office copay / eligible preventive care paid at 100% • Prescriptions paid at 70% after \$125 deductible • Premiums shared by employee and Acadian
Voluntary Vision	Full-time employees	1 st of the month following a 30-day waiting period	VSP Choice Network & Affiliates — 100% employee-paid premiums.
Voluntary Dental	Full-time employees	1 st of the month following a 30-day waiting period	Delta Dental — traditional dental coverage with a PPO dental network; 100% employee-paid premiums.
Sick Leave	Employees working in states that mandate paid sick leave	Dependent upon state law	Dependent upon state law
Life Insurance & AD&D	Full-time employees	After 60 days of employment	\$50,000 life insurance paid by Acadian. \$50,000 accidental death paid by Acadian.



Liberty
Energy Services

A **Safety Management Systems** Company



CONTACT US

832.585.0903

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BENEFIT	WHO'S ELIGIBLE	WHEN ELIGIBLE	WHAT YOU RECEIVE
401(k) Retirement Plan with ROTH 401(k) Option	Full and part-time employees meeting eligibility requirements	1 year waiting period; entry dates are January 1 and July 1	Contribute percentage of your annual salary for retirement on a tax-deferred basis with the 401(k) option, or the ROTH 401(k) post-tax option or both. Employee contribution only. Acadian matches in form of ESOP allocation.
Employee Stock Ownership Plan (ESOP)	Full and part-time employees meeting eligibility requirements	1 year waiting period; entry dates are January 1 and July 1	Employer contribution based on financial value of company stock and percent participation by employee in 401(k) plan.
Flexible Spending Accounts	Full-time employees	After 60 days of employment	Pre-tax dollars set aside for medical and childcare expenses.
Long-Term Disability	Full-time employees	1 year waiting period	Provides income protection up to 66.67% of annual salary after 90-day elimination period; 100% Acadian-paid. Benefit may change depending on state law.
Employee Assistance Plan	Full and part-time employees	Day 1	Up to six counseling sessions per family member per issue each year; 100% Acadian-paid.
Voluntary Supplemental Life	Full-time employees	After 60 days of employment	Supplemental coverage for employee and dependents with portability; 100% employee-paid.
Voluntary Short-Term Disability	Full-time employees	1 year waiting period	Provides income protection up to 66.67% of salary for 60 days following the 30-day elimination period; 100% employee-paid.
AFLAC Supplemental Products	Full-time employees	1 st of the month following a 30-day waiting period	Products include: critical illness (with or without cancer); accident, hospitalization, short-term disability; 100% employee-paid.
Teladoc	Full-time employees	1 st of the month following a 30-day waiting period	24-hour phone or video access to a doctor for evaluation, consultation at \$0 copay.



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