

## PTO (Paid Time Off)

Time off with pay, or PTO, is available to eligible employees to provide opportunities for rest, relaxation, personal pursuits or to recover from illness (PTO Sick).

Continuous Service	Annual Hours for Production EE's	Annual Hours for Non-Production EE's
90 days	40 hours	40 hours
1-4 full years	80 hours	104 hours
5-9 full years	120 hours	144 hours
10-14 full years	160 hours	184 hours
15+ full years	200 hours	224 hours

## Holidays

Production employees will be given a total of 100 hours of company holiday PTO (10 holidays at 10 hours per day) including: **New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve Day, Christmas Day, Holiday Shutdown (TBD each year) & New Year's Eve Day.**

Non-production/office employees receive 9 paid holidays as follows: **New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day & New Year's Eve Day.**

## 401(k) Retirement Savings Plan (Empower)

<b>When are employees eligible to enroll?</b>	After 30 days of employment
<b>How much can an employee contribute?</b>	1% to 80% of eligible pretax pay
<b>Does the company match employee contributions?</b>	Yes! Company match=100% of the 1st 3% of employee contributions & 50% of the next 4%
<b>When are employees vested?</b>	Employees are 100% vested Immediately!

Traditional and Roth 401(k) Options Available

## Life & Disability

Costs are paid by ACP, Inc.

### **Life/AD&D**

- 2 x salary to \$250,000 (exempt salaried)
- 1 x salary to \$50,000 (non-exempt/hourly)

### **Short Term Disability**

- Coverage Begins: 8th day of accident or illness
- Coverage Duration: 13 weeks
- Coverage Level: 60% of covered earnings to a maximum benefit

### **Long Term Disability**

- Coverage Begins: 91st day of disability
- Coverage Duration: Social Security Normal Retirement Age
- Coverage Level: 60% of covered earnings to a maximum benefit

## Other Voluntary Benefits

<b>Lincoln Financial</b>	Life and AD&D Employees & Dependents, Accident, Critical Illness, Hospital Indemnity Coverages, Employee Assistance Program (EAP)
<b>Virta</b>	Diabetes & Weight Loss Benefit/Free
<b>Flores &amp; Associates</b>	Flexible Spending Account (FSA)
<b>FEDlogic</b>	Advocacy, education and advisory services regarding federal and state benefits
<b>LegalShield</b>	Legal and Identity Theft Protection
<b>Lantern</b>	High-quality specialty care; significantly reduced costs for surgeries
<b>Truist Momentum</b>	Personal Financial Wellness Program/Free

## Contact Information

ACP, Inc.—Human Resources  
 225 49th Ave Dr SW  
 Cedar Rapids, IA 52404  
 Email: [careers@acpsolutions.com](mailto:careers@acpsolutions.com)  
<https://www.acpsolutions.com/careers/>

*We are the hidden gem employer in SW Cedar Rapids!*

**Thank you for your interest in ACP, Inc.**

*Equal Opportunity Employer/Veterans/Disabled  
 Pre-employment physical and drug screen required*

**ACP**  
 INC.  
 Accelerated Cooking Products



Join America's #1 Maker of World-Class Speed-Ovens

## **Company Information and**

## **Benefits Summary**

225 49th Ave. Dr. SW  
 Cedar Rapids, Iowa 52404  
 Phone: (319) 368-8120  
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 email: [careers@acpsolutions.com](mailto:careers@acpsolutions.com)



REV April 2026

# Welcome to ACP, Inc.



## Benefits Summary

The following is a summary of the benefits offered to all full-time ACP, Inc. employees.

The benefits provided by ACP, Inc. are subject to revision, modification, or termination at anytime or for any reason. The information stated in the Summary Plan Document prevails.

*Benefits are effective the first of the month following an employee's hire date, unless otherwise stated.*

## Medical (BCBS of North Carolina)

In-Network Services	BCBSNC PPO Plan 1	BCBSNC PPO Plan 2	BCBSNC PPO Plan 3	BCBSNC HDHP Plan 4
<b>Deductible</b> (first dollar cost for covered in-network services)				
Individual / Family	\$750 / \$1,500	\$1,000 / \$2,000	\$1,500 / \$3,000	\$1,800 / \$3,600*
<b>Coinsurance</b> (after you reach your deductible)				
You Pay	10%	20%	30%	20%
<b>Out-of-Pocket Maximum</b> (includes deductibles, copays, prescriptions costs, and coinsurance)				
Individual / Family	\$4,000 / \$8,000	\$5,000 / \$10,000	\$6,000 / \$12,000	\$4,750 / \$9,500
<b>Plan Features</b>				
Preventive Care**	Covered in full	Covered in full	Covered in full	Covered in full
Primary Care Visit	\$25 copay	\$30 copay	\$35 copay	20% after deductible
Specialist Visits	\$50 copay	\$60 copay	\$70 copay	20% after deductible
Teladoc Virtual Visits	\$0	\$0	\$0	\$0
Urgent Care	\$50	\$50	\$75	20% after deductible
Emergency Room	\$250 first visit \$500 subsequent visits	\$250 first visit \$500 subsequent visits	\$250 first visit \$500 subsequent visits	20% after deductible
Inpatient Hospital	10% after deductible	20% after deductible	30% after deductible	20% after deductible
Outpatient Surgery	10% after deductible	20% after deductible	30% after deductible	20% after deductible
Labs and X-rays	10% after deductible	20% after deductible	30% after deductible	20% after deductible
Lantern (Specialty Care)	No deductible; covered 100%	No deductible; covered 100%	No deductible; covered 100%	100% after deductible

## Prescription Drug (Express Scripts)

In-Network	PPO Plan 1	PPO Plan 2	PPO Plan 3	HDHP Plan 4
<b>Prescription Drugs – Retail</b> (Up to 30 days)				
Tier 1 Drugs	\$10 copay	\$10 copay	\$10 copay	20% after deductible
Tier 2 Drugs	\$40 copay	\$45 copay	\$50 copay	20% after deductible
Tier 3 Drugs	\$60 copay	\$70 copay	\$80 copay	20% after deductible
Tier 4 Drugs	25% (min \$50 up to \$200)	25% (min \$50 up to \$200)	25% (min \$50 up to \$200)	20% after deductible
Plans 1, 2 & 3	Express Scripts Pharmacy Home Delivery is available as part of your prescription plan. The Home Delivery program will be enhanced to allow a 90-day supply of maintenance drugs for 2 copays. Learn how to get started with home delivery at <a href="#">FSHomeDelivery</a> .			
Plan 4	The Consumer Directed Healthcare Preventive Medications list details medications that are not subject to the deductible. For all other medications, the deductible applies. Please see the preventive medications list, located on the <a href="#">Benefit/First Resource Center</a> .			

## Dental (Delta Dental of NC)

In-Network / Out-of-Network Services	Plan 1	Plan 2
<b>Annual Deductible</b>	\$25	\$50
➢ Individual	\$75	\$150
➢ Family		
<b>Annual Maximum Paid by Plan</b>	\$2,000	\$1,000
<b>Diagnostic and Preventive Services</b> (X-rays, cleanings, exams)	Covered in full	Covered in full
<b>Basic and Restorative Services</b> (Fillings, extractions)	20%	20%
<b>Major Services</b> (Crowns, bridges, implants)	40%	50%
<b>Endodontic Services</b> (Root canals)	20%	50%
<b>Orthodontia</b> (Adults & Children-no age limit)	50%	Not covered
<b>Orthodontia Lifetime Maximum</b>	Plan pays up to \$2,000	N/A

## Vision (VSP)

Plan Features	Plan 1	Plan 2
<b>Exam Frequency</b>	\$10 copay once every 12 months	\$10 copay once every 12 months
<b>Frames Frequency</b>	Amounts over \$175 allowance once every 12 months	Amounts over \$170 allowance once every 24 months
<b>Lenses</b> (once every 12 months)		
<b>Single Vision</b>	\$15 copay	\$25 copay
<b>Standard Progressive Lenses</b>	\$0 copay	\$0 copay
<b>Premium Progressive Lenses</b>	\$25 copay	\$25 copay
<b>Safety Glasses</b>		
<b>Lenses</b>	\$25 copay	Not covered
<b>Frames</b>	Amounts over \$80 allowance	Not covered
<b>Contact Lenses—In lieu of lenses and frames</b> (once every 12 months)		
<b>Elective</b>	Amounts over \$200 allowance	Amounts over \$170 allowance

## 2026 Monthly Employee Contributions

Benefit Plan	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
<b>Medical with Wellness</b>				
Plan 1	\$380.99	\$773.24	\$717.75	\$1,160.86
Plan 2	\$278.78	\$565.66	\$525.88	\$849.47
Plan 3	\$194.38	\$394.22	\$367.46	\$592.37
Plan 4	\$128.56	\$260.59	\$243.96	\$391.89
<b>Medical without Wellness</b>				
Plan 1	\$420.99	\$853.24	\$757.75	\$1,240.86
Plan 2	\$318.78	\$645.66	\$565.88	\$929.47
Plan 3	\$234.38	\$474.22	\$407.46	\$672.37
Plan 4	\$168.56	\$340.59	\$283.96	\$471.89
<b>Dental</b>				
Plan 1	\$9.40	\$18.81	\$21.34	\$27.69
Plan 2	\$6.62	\$13.48	\$15.34	\$19.17
<b>Vision</b>				
Plan 1	\$10.18	\$13.36	\$13.41	\$21.18
Plan 2	\$6.76	\$10.11	\$10.15	\$17.73

**WHO IS ACP, Inc.?** Our name reflects what we manufacture, but our impact goes further. ACP technology enables leading restaurants worldwide to deliver their signature quality in less time, streamline equipment needs, simplify operations through automation, reduce training, lower costs, and increase customer satisfaction and throughput. From Cedar Rapids, Iowa, our team provides restaurant operators around the world the very best in accelerated cooking ovens!

ACP is a member of Welbilt® – an Ali Group company – that provides the world's top chefs, and premier chain operators or growing independents with industry-leading equipment and solutions.

**Our History:** Established in 1969, we are the pioneer of commercial microwave and speed cooking technology.

ACP's heritage dates back to 1947, when Raytheon® introduced the first microwave oven. In 1965, Raytheon acquired Amana Refrigeration, and two years later launched the first affordable microwave oven—the Amana Radarange® marking a major milestone in modern foodservice technology.

ACP is now 100% dedicated to the professional foodservice industry. We manufacture Amana® Commercial and MenuMaster® Commercial microwave, steam, and specialty ovens, as well as XpressChef® high-speed, rapid-cook ovens. Our ovens have been ranked best-in-class for over twenty-five years, and are preferred in areas of performance, reliability, service, construction, ease-of-use, and safety.

We are a team of approximately 125 employees who are proud to be 'Made in the USA', and the **only US manufacturer of commercial high-speed oven equipment.**

At ACP, we believe that the quality of our products is directly related to the people that make them. Each team member plays a vital role in helping us maintain that quality. Here, people make our products — not robots. Real people with real skills that power kitchens in every corner of the globe.