

Employee Summary of Benefits



Medical, Dental, Vision, Pharmacy

Siemens Gamesa Renewable Energy offers eligible employees medical (prescription included), dental, and vision options. Medical plans are administered by BCBS of Florida, Dental plans are administered by Delta Dental, with the prescription portion being administered by CVS. Vision is administered by EyeMed. Plans offer varying deductibles and out of pocket maximums.



Siemens Gamesa Renewable Energy Savings Plan

Siemens Gamesa Renewable Energy is a 401(k) plan that matches 100% of employee contributions up to the first 6% of eligible pre-tax earnings each paycheck, subject to the IRS annual contribution limits.



Disability Coverage

For your financial protection Siemens Gamesa Renewable Energy provides disability insurance to you. Disability coverage continues a portion of your income if a physical or mental disability prevents you from working.



Paid- Parental Leave

SGRE offer 6 weeks of pay at 100% to enable employees to care for and bond with a newborn or newly adopted or newly placed child.



Flexible Spending Accounts (FSA/DCFSA)

Flexible spending accounts help you save money by allowing you to set aside before-tax dollars from your paycheck to pay for eligible expenses. Siemens Gamesa offers three types of FSAs: health care (FSA and dependent care (DCFSA) Commuter benefits



Life Insurance

Siemens Gamesa Renewable Energy offers several insurance plans options for your protection and financial security:

- Employee Basic Life and AD&D) Insurance
- Employee Supplemental Life and AD&D Insurance
- Spouse Supplemental Life and AD&D
- Dependent Child Life and AD&D



Employee Assistance Program

The Employee Assistance Program (EAP) provides free, confidential counseling to help you manage personal, family, legal, or financial problems. These resources are available to you, your spouse/ domestic partner, dependent children, parents, and parents-in-law.



PTO

Siemens Gamesa Offers 9 Paid Holidays, 3 Floating Holidays and Generous PTO