



Benefits Overview

Full-Time and Part-Time Employees

Health Care Benefits

Health Insurance

Two health plan options allow you to choose the plan that serves the needs of your family. Prescription coverage is also included in each plan.

Dental Insurance

Comprehensive dental coverage, including orthodontic care, is available.

Vision Care Plan

The vision plan utilizes a nationwide network of eye care professionals. Coverage includes eye exams, lenses, frames, and contacts.

Flexible Spending and Health Savings Accounts

Pretax flexible spending and health savings accounts are available for out-of-pocket health care and dependent care expenses.

Health Care Help

Advocacy program provides personalized assistance to help navigate the complexities of the health care system.

Financial Protection

Short-Term Disability

Company-paid short-term disability replaces a portion of an employee's income up to 26 weeks of absence due to illness or accident. Coverage is available for all employees.

Long-Term Disability

Long-term disability is provided by the company at 60% of base salary for a disability extending beyond 26 weeks. Additional coverage may be available through payroll deduction.*

Life Insurance

Company-paid basic life insurance equals 1.75X base salary. Accidental death coverage is 3.5X base salary.*

Supplemental Life Insurance

Additional life insurance coverage is available for purchase via payroll deduction for employees and family members. Competitive premium rates are payroll deducted.

Accidental Death & Dismemberment Insurance (AD&D)

Benefits selected are payable in the event of accidental death or dismemberment. Coverage is available for employees and family members.

Transportation Flexible Spending Accounts

Pretax dollars can be put aside for employees to pay for their commuting expenses related to mass transit and parking.

Future Planning

Retirement Plan Core Contribution

Herman Miller makes a contribution equal to 4% of compensation to each employee's 401(k) account on a quarterly basis. Immediately eligible and vested.*

401(k) Salary Deferrals and Employer Match

Employees may choose to make a pretax or Roth after-tax contribution of up to 50% of their salary to the 401(k) plan. Herman Miller provides a match of 100% of the first 3% that the employee contributes. Immediately eligible and vested.*

Profit Sharing

Yearly contribution to the 401(k) Plan based on annual financial performance. The contribution varies between 0 and 6% with a 3% payout at target. The contribution is made in Herman Miller stock to encourage employee ownership. Immediately eligible and vested.*

Employee Stock Purchase Plan

Company stock available for purchase through payroll deduction at 85% of the market rate.

Work / Life Balance

Educational Assistance

100% reimbursement for approved college course work, including textbooks. Eligible after six months of service.

Adoption Assistance

Provides reimbursement of qualified adoption expenses up to \$5,000 for each child.

Holiday Pay

12 paid holidays each year, including floating holidays to be used at the employee's discretion.

Bereavement Leave

Up to 5 days of paid time off for bereavement.

Vacation

Paid time off based on years of service:

0-1 year of service	1 week
1-5 years of service	2 weeks
6-13 years of service	3 weeks
14-21 years of service	4 weeks
22+ years of service	5 weeks

Vacation Purchase Option

Employees may purchase an additional week of vacation via payroll deduction. The cost is deducted in equal amounts over 26 pay periods (1 year). Annual enrollment; eligibility based on hire date.*

Wellness Benefits

Fitness Facilities

On-site facilities available at select locations; other locations, without on-site facilities, are eligible for a reimbursement of \$125 for fitness club membership.

Health Services

On-site medical professionals are available for employees' urgent care needs, health testing, and lab work.*

Employee Assistance Program

Provides counseling service for personal concerns, including financial, legal, day care/elder care referral, and other work/life balance solutions.

Wellness Program/Classes

Wellness challenges, events, and opportunities are available throughout the year. Instructor-led fitness classes are available on-site.

Medical Premium Discount

Employees have the opportunity to earn discounts on their health care premiums by completing wellness activities throughout the year.

Weight Loss Program Reimbursement

A \$120 annual reimbursement is available for employees and spouses when participating in a meeting-based weight loss program.

Additional Benefits

Domestic Partner Benefits

Benefits are extended to all domestic partners.

Company Gifts

Company gifts are provided to recognize life events.

Concierge Services

The concierge services' goal is to provide you with assistance and help you be successful balancing responsibilities—at work and home.

Employee Events

Annual picnic in West Michigan. Comparable events elsewhere.

Quarterly Bonus

Bonus payout based on company economic performance, payable each quarter.*

Product Purchase

Herman Miller products are made available to employees at a discounted price.

Legal Services

Coverage for legal services is available, including will or trust preparation, identity theft defense, and real estate document review.

*Availability and plan details may vary for this benefit based on work location, hours worked, or position.

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