

REIMAGINE RESOURCES, LLC

SUMMARY OF EMPLOYEE BENEFITS – H-1B PUBLIC ACCESS FILE

Position: Business Operations Specialist

Employment Status: Part-Time

Work Schedule: Approximately 15–20 hours per week

Work Location: Duluth, Minnesota – Remote

Purpose

This memorandum summarizes the employee benefits offered by Reimagine Resources, LLC to similarly employed U.S. workers and the H-1B employee in the Business Operations Specialist position.

Reimagine Resources provides employee benefits based on neutral employment classifications and eligibility criteria, including employment status and hours worked.

The Business Operations Specialist position is classified as a **part-time position working 15–20 hours per week**.

Under Reimagine Resources' current employee-benefits policies, employees in this part-time employment classification are not eligible for employer-sponsored benefits such as health insurance, dental insurance, vision insurance, life insurance, retirement-plan participation, or other benefits reserved for eligible full-time employees.

The H-1B employee occupying the Business Operations Specialist position will be treated under the **same benefit eligibility standards and on the same basis as similarly employed U.S. workers**.

No employee will be denied or provided different benefits because of citizenship, nationality, or H-1B immigration status.

If the company's benefit plans or eligibility requirements change during the period of H-1B employment, the H-1B employee will be provided the same opportunity to participate in applicable benefit programs as similarly employed U.S. workers, subject to the same eligibility requirements.

Employer: Reimagine Resources, LLC

Authorized Representative: Juliana Scheidhauer

Title: Founder & Chief Executive Officer

Signature:



Date: 20260822