



# EMPLOYEE BENEFITS

## Highlights

### Health



#### Healthcare

Blue Cross Blue Shield offered to employees who work 30 hrs/wk or more, available the first month after 60 days of employment.

#### Dental & Vision

Available through Lincoln to employees who work 30 hrs/wk or more, available the first month after 60 days of employment.

#### Voluntary Benefits

Variety of optional, employee-paid benefit options through Aflac.

#### Life Insurance

\$50k life insurance policy provided to employees working 30 hrs/wk or more. Additional coverage available at a discounted rate.

#### Employee Assistance Program

EAP service available through Lincoln to all employees and their eligible family members needing assistance coping with personal events, such as losing a loved one, financial struggles, illnesses, etc. Participants have 24/7 access to help and may be referred to a specialist for additional assistance.

### Wealth



#### Perfect Attendance Bonus

Employees who work their set schedule and do not receive any attendance points during the work week can earn a \$40 attendance bonus each week.

#### 401(k) Retirement Plan

Employees can contribute the first month following employment. The Company matches 50%, up to 3%, after 90 days of employment.

#### Profit Sharing

Employees eligible for profit sharing benefits after one full year of employment, entry dates of January 1st and July 1st.



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### *Paid Time Off*



#### **Vacation**

Employees can earn paid time off after 6 months of employment. Employees receive up to two weeks of vacation in their first 12 years of employment. After 12 years, a third week of vacation is earned, and after 25 years, a fourth week is earned.

#### **Holidays**

Employees are eligible for 8 paid holidays following 3 months of employment. Paid holidays include Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day.

### *Other Perks*



#### **Sam's Club Membership**

The Company provides Sam's Club membership to employees with at least one full year of service on or before January 1st.

#### **Perk Spot Discount Program**

Perk Spot is a one-stop-shop for exclusive discounts at many national and local merchants. It is free to employees and their family members and optimized for use on any device, including phones and tablets.

#### **Tuition Reimbursement/Seminars**

The Company believes in continued education. With approval, the Company will pay for employees to attend training courses, seminars or work on completing an Associates, Bachelors or Master's degree in a field related to the employee's current or potential future position within the Company.