



Defining Quality. Building Comfort.

BENEFITS OVERVIEW

PROFIT SHARING	PAID ON QUARTERLY BASIS AFTER WAITING PERIOD (APPROX. \$5,340 PAID PER PERSON IN 2020)
PAID HOLIDAYS	ELIGIBLE FOR 10 PAID HOLIDAYS PER YEAR AFTER 30 DAYS OF EMPLOYMENT
PAID TIME OFF	ELIGIBLE AFTER ONE FULL CALENDAR QUARTER OF EMPLOYMENT
401K	AUTO ENROLLMENT AT 6% UPON HIRE COMPANY MATCHING 175% UP TO 6%
TUITION ASSISTANCE	REIMBURSEMENT FOR TUITION & FEES UP TO \$5,250 PER YEAR ELIGIBLE AFTER 6 MONTHS OF EMPLOYMENT
HEALTH INSURANCE	MEDICAL, PRESCRIPTION, DENTAL PLUS ADDED VISION BENEFIT ELIGIBLE FIRST OF THE MONTH AFTER ONE MONTH OF EMPLOYMENT
HEALTH SAVINGS ACCOUNT	175% MATCHING UP TO ANNUAL IRS LIMITS
LONG TERM DISABILITY	COMPANY PAID. ELIGIBLE ON FIRST OF THE MONTH AFTER ONE MONTH OF EMPLOYMENT
\$50,000 LIFE INSURANCE	COMPANY PAID. ELIGIBLE ON FIRST OF THE MONTH AFTER ONE MONTH OF EMPLOYMENT
OTHER OPTIONAL BENEFITS	SHORT-TERM DISABILITY, CRITICAL ILLNESS, ACCIDENT COVERAGE AND ADDITIONAL LIFE INSURANCE. PAID BY THE EMPLOYEE
JURY DUTY/FUNERAL LEAVE	PAID JURY DUTY; PAID BEREAVEMENT. GUIDELINES IN EMPLOYEE HANDBOOK
PRESCRIPTION SAFETY GLASSES	100% OF COST UP TO \$100 AND 65% OF COST FROM \$100-\$200 ELIGIBLE AFTER 60 DAYS OF EMPLOYMENT
SAFETY SHOES	\$100 ANNUAL REIMBURSEMENT ELIGIBLE AFTER 60 DAYS OF EMPLOYMENT