

Benefits currently offered:

Stable work environment:

- 4 day work weeks (Monday-Thursday)
 - Includes paid breaks
 - 1st shift: 5am - 3pm
 - 2nd shift: 2:50pm – 12:50am
- Overtime on Fridays when available
- Tuition assistance
- Safety Training & equipment (PPE) provided
- Safety glasses reimbursement (every 2 years with proof of purchase)
- Safety shoes reimbursement (annually with proof of purchase)
- Annual Performance Reviews; Merit pay increases
- Payroll Checks are deposited directly into checking/savings

Insurances (refer to rate sheet for monthly premiums)

- Health
 - \$1500 single / \$3000 non-single annual deductible
 - company pays 90% of premium with proof of completion of biometric screen & Health Risk assessment questionnaire
 - otherwise 85% of premium is paid by company
 - see rate sheet for monthly premium contribution
 - prescriptions applied to deductible; Walmart pharmacy plan
- Dental
 - Premiums based on level of coverage
- Voluntary Term Life with Accidental Death & Dismemberment provision
 - Can purchase for spouse & children
- Voluntary Short-term Disability
- Voluntary Long-term Disability
- Company Sponsored Health Savings Account Plan
 - Company will deposit \$400 annually for single; \$800 for non-single in your HSA account

Paid Time Off

- Holidays
 - 7 Paid Holidays
 - 1 Personal Floating Holiday
- Vacation (can take in half-day increments)
 - 20 hours after 6 months
 - 40 hours after 1 year 120 hours after 8 years
 - 80 hours after 2 years 160 hours after 14 years
- Sick time (can take in half-day increments)
 - Up to 40 hours – paid with physician's notice provided; unpaid without
- Bereavement
 - Up to 3 paid days after death of immediate family member

Benefits currently offered:

Incentives

- **Employee Stock Ownership Plan (6 yr vesting)**
 - Eligible after 1000 hours of service
 - NO out-of-pocket expense
- **401(K) Plan (6 yr vesting on company match)**
 - Deferral after 6 months
 - Company match after 12 months
 - Currently \$1.25 company match up to 6%
- **Annual Attendance Incentives**
 - Ability to earn extra vacation days
 - Ability to earn cash – based on number of hours worked
- **Safety Incentives**
 - Cash bonuses, gift certificates, company lunches
- **Profitability Incentives**
 - Based on established profitability goals
 - Ability to earn up 2 times attendance bonus