



**Defining Quality. Building Comfort.**

## BENEFITS OVERVIEW

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