



# EMPLOYEE BENEFITS

## Highlights

### Health



#### Healthcare

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

#### Dental & Vision

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

#### Voluntary Benefits

Variety of optional, employee-paid benefit options.

#### 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



#### 401(k) Retirement Plan

Employees age 21 and older can start contributing the first of the month following employment, with a company match after 90 days of employment of 50% of up to a 6% employee contribution. Employees can elect to contribute over 6%, but the company match cap would be 3%. Company contributions are discretionary and will be made after our internal approval processes are completed and all requirements have been met.

#### Profit Sharing

Employees who are 21 or older will automatically receive profit sharing benefits annually after a full year of service as of January 1st or July 1st, based on date of hire. Company contributions are discretionary, and will be made after our internal approval processes are completed and all requirements have been met.



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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 20 years, a fourth week is earned.

#### **Holidays**

Employees are eligible for 9 paid holidays following 3 months of employment. Paid holidays include Memorial Day, July 4th, Labor Day, Thanksgiving, the Friday following 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.



#### **Childcare**

The Libman Company has partnered with The Royal Academy Early Childcare Center located at 115 Egyptian Trail in Arcola. They provide a structured learning environment M-F 5:30am - 6:00pm to children ages 6 weeks to 5 years. Through our partnership, The Libman Company employees are guaranteed a 20% discounted rate through 2021. For questions regarding their services, fees, etc. you can contact them directly at (217) 268-5120 or visit their website at [www.theroyal.academy](http://www.theroyal.academy).

#### **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.