



Employee Benefits

- 40 hours of non-paid time off starts at time of hire and requires supervisor approval to use.
- PTO accrual starts at time of hire; 1 hour earned for every 40 hours worked. PTO can be used for any reason after 90 days of employment.
- Vacation accrual starts once eligibility time has been met and employees can earn up to 80 hours per year; requires supervisor approval to use. Increase in vacation time earned is based on years of service schedule.
- 10 paid holidays once eligibility time has been met.
- Healthcare, dental, and vision along with other voluntary insurances available to employees who have met their eligibility time and work at minimum 30 hours a week.
- \$50k life insurance policy provided to employees who have met their eligibility time and work a minimum of 30 hours a week. Additional coverage available at a discounted rate.
- Employee Assistance Program to all employees and their eligible family members with 24/7 access.
- 401 (k) retirement for employees 21 years and older with ability to contribute 1st of the month following date of hire. Company match up to 50% of a 6% employee contribution after 90 days. Company contributions are discretionary and will be made after our internal approval processes are completed and all requirements have been met.
- Profit Sharing for employees 21 years and older, have met minimum required worked hours as of January 1st or July 1st based on date of hire. This is automatically contributed to annually. Company contributions are discretionary and will be made after our internal approval processes are completed and all requirements have been met.
- Sam's club membership to employees with at least 1 year of service on or before January 1st.
- Tuition reimbursement/seminars for continued education. Company approval is required and must be related to employee's current or potential future position with the company,