



BENEFITS OF WORKING FOR OUR COMPANY

- Weekly direct deposited paycheck
- Introductory period:
 - first of the month following 60 calendar days of employment
- Personal Time off (PTO)-credited as your date of hire and then each anniversary of that date:

First year of employment	40 hours of paid personal time off (PTO)
Years 1 through 4	80 hours of paid personal time off (PTO)
Years 5 through 14	120 hours of paid personal time off (PTO)
Years 15+	160 hours of paid personal time off (PTO)
- Holiday Pay-We observe the following five paid Holidays each year:
 - New Years Day
 - Memorial Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

*Additionally, if 4th of July falls on a regularly scheduled Monday through Friday workday, that will be an extra Holiday for all eligible employees
- Insurance, Retirement & other benefits (given after your introductory period):
 - Medical insurance
 - Dental insurance
 - Vision insurance
 - Life insurance
 - Short term disability insurance
 - Long term disability insurance
 - Life insurance
 - Simple IRA with a 3% company match
- Clothing-As a new hire, you are given a \$150.00 clothing allowance which includes:
 - 5 safety yellow t-shirts, 2 safety yellow hoodies, 1 winter jacket (yearly), and a safety vest then you will receive new clothing twice a year typically spring and fall.
- Steel-toed safety shoes are required; however, our company will reimburse for 50% of the cost of these shoes to a maximum of \$125 per 12-month period.