

Employee Benefits Highlights

<p>Generous Paid Time Off</p> <p>Full time employees start accruing time right away and you are eligible to use after 90 days of employment. Earn 20 days in your first year.</p>	<p>Same Day Pay</p> <p>You can have the flexibility to be paid through our payroll app the same day.</p>	<p>Flexible Schedule</p> <p>We will work with you on a schedule that works for you</p>
<p>401 K</p> <p>100% match up to 4% after your first year of employment.</p>	<p>Shoes for Crews</p> <p>After 90 days of employment, you are eligible for a free pair of name brand shoes every year.</p>	<p>Working Environment</p> <p>Friendly, family like work environment.</p>
<p>Medical Coverage</p> <p>If you elect, coverage begins on 1st of month following 60 days of employment, medical and prescription coverage are offered to you through UnitedHealthcare. There are 3 plans to choose from.</p>	<p>Vision Coverage</p> <p>If you elect, coverage begins on 1st of month following 60 days of employment. Vision coverage is offered through National Vision Administrators. There are two vision plans offered.</p>	<p>Dental Coverage</p> <p>If you elect, coverage begins on 1st of month following 60 days of employment, dental coverage is offered through UnitedHealthcare. There are two dental plans offered.</p>
<p>Flexible Spending Accounts</p> <p>If you elect, this begins on 1st of month following 60 days of employment, you can contribute pre-tax funds through payroll contributions to healthcare and dependent care flexible spending accounts.</p>	<p>Basic Life and AD&D</p> <p>If you elect, this begins on 1st of month following 60 days of employment, in the event of your passing, Basic Life Insurance will pay your beneficiary a lump sum benefit.</p>	<p>Voluntary Life Insurance</p> <p>If you elect, this begins on 1st of month following 60 days of employment, this allows you to purchase life insurance to protect your family's financial security. Coverage provided by UnitedHealthcare.</p>
<p>Short-Term Disability Insurance</p> <p>If you elect this begins on 1st of month following 60 days of employment, STD pays a percentage of your salary if you become temporarily disabled due to sickness or injury.</p>	<p>Long-Term Disability Insurance</p> <p>If you elect, this begins on 1st of month following 60 days of employment, coverage pays you a monthly benefit based on a percentage of your income once your STD benefits end.</p>	<p>Critical Illness</p> <p>If you elect this begins on 1st of month following 60 days of employment, critical illness benefits can fill the financial gap you may experience due to serious illness such as cancer, heart attack or stroke.</p>
<p>Accident Insurance</p> <p>If you elect, this begins on 1st of month following 60 days of employment, accident insurance is designed to help pay for unexpected costs that result from accidental injury.</p>	<p>Legal Plan</p> <p>If you elect, this begins on 1st of month following 60 days of employment, through LegalShield, you'll have access to quality lawyers and law firms for all events.</p>	<p>ID Theft</p> <p>If you elect, this begins on 1st of month following 60 days of employment, through this benefit you can have your SSN, credit cards and bank accounts monitored to ensure that there are no breaches or account changes that you did not authorize.</p>
<p>Employee Assistance Program</p> <p>This can assist with education, dependent care, lifestyle and fitness management, legal questions, financial issues, and pet care.</p>	<p>Wellness</p> <p>You can log onto the portal to access a series of benefits, programs and events. There are incentive tracking methods.</p>	<p>Financial Management</p> <p>If you elect this begins on 1st of month following 60 days of employment, partnership with SoFi to offer you the most robust financial wellness platform to help get your money right.</p>
<p>Employee Emergency Relief Fund</p>	<p>If you are experiencing a personal hardship or effects of a qualified disaster, you can apply for a grant for financial assistance through our Heritage Cares Fund</p>	