

Benefits in Brief

Company Paid Benefits	Benefit you Receive
Holidays	10 days per year
Vacations	20 days per year (starting in first year)
Funeral Leave	5 days
Jury Duty	12 days of salary continuation per year
Sick Leave/Personal Time	4 days per year
Retirement - 401(k)	8% of employee's salary: 3% Safe Harbor, 5% Profit Sharing (no matching required)
Profit Sharing: <ul style="list-style-type: none"> • Cash Bonus • ESOP Stock 	Based on company profits: Base plus years of service increment Up to 5% of employee's salary
Health Insurance: <ul style="list-style-type: none"> • Medical • Prescription Drug • Dental • Vision 	No employee premiums
Life Insurance	\$50,000
Short-Term Disability	70% of employee's salary (up to a maximum of \$500/week)
Long-Term Disability	60% of employee's salary (up to a maximum of \$5,000/month)