

**Profit Sharing:****Cash Bonus:**

Based on years of service, Year 1 base bonus with annual step increases. Bonus is also based on company's profitability.

**ESOP Stock:**

Employer contributed 5% of employee's annual salary (3-year vesting period) (no employee contributions)

**Holidays:**

Ten paid holidays per calendar year.

**Vacation Days:**

Earned on an accrual base of 6.2 hours per pay period, including annual rollover. Accrual totals 20 days per full calendar year.

**401k:**

Employer contributes up to 5% of employee's salary, (NO MATCH REQUIRED) (6-month waiting period)

- 3% Safe Harbor, released biweekly with payroll, guaranteed
- 2% Profit Share, released quarterly, if profitable (Based on company's profitability).

**Health Insurance:**

- **Medical**
- **Prescription Drug**
- **Dental**
- **Vision**

**Medical:**

Blue Cross Blue Shield of MI with two options:

1. HSA with a \$1 for \$1 employer funding match, \$0 premium
2. HRA with a \$0 deductible, 10% biweekly payroll premium

**Prescriptions:**

\$10 generic / \$40 name brand / \$80 high end

**Dental:**

Met Life Dental

100% / 80% / 50% / 50% plan, \$0 premium

**Vision:**

EyeMed Vision

\$130 lens or frame allowance \$0 premium

**Sick Leave / Personal Time:**

Earned on an accrual base of 2.7 hours per pay period, including annual rollover. Accrual totals 8 days per full calendar year



## **Bereavement Leave:**

Allowed five days for the death of a family member; sick time is used for bereavement leave.

## **Jury Duty:**

Twelve days of salary continuation per year

## **Life Insurance:**

\$50,000 life insurance policy, 100% premium paid for by the employer for all full-time active employees.

## **Short-Term Disability:**

70% of the employee's salary (up to a maximum of \$1,500/week)

## **Long-Term Disability:**

60% of the employee's salary (up to a maximum of \$5,000/month)

## **Volunteer Time Off:**

Employees are encouraged to volunteer time to their preferred cause, up to 4 paid hours per calendar year.

## **Employee Assistance Program:**

Confidential counseling service, allowed 5 visits per calendar year.