



22640 County Road 64 Robertsdale, AL 36567
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Benefits Summary

IMMEDIATE

- Six paid holidays per year **Subject to production demands and eligibility requirements**
- Verizon Corporate Discount 15-18%
- \$80 Safety Allowance
- Chaplain Services
- Attendance bonus that can be earned weekly **Conditions apply**

90 DAYS (1st day of the third month from hire date)

- Blue Cross Blue Shield Health & Dental **See enrollment letter for premiums info**
- VSP Vision Care Choice Plan
- AFLAC Short-Term Disability/Accident Insurance/Cancer Care **See enrollment packet**
- Optional participation in Premium Only Plan Section 125 which allows for employee's portion of health premiums to be deducted on a pre-tax basis
- Company-provided life insurance through Principal Life at **no cost to employee**
Benefits included with this enrollment:
 - \$15,000 free life insurance and AD & D policy for employee **Plan automatically reduces coverage by 35% at age 65 and an additional 15% at age 70.**
 - Travel Assistance Program
 - Free Access to Will & Legal Document Center
 - Identity Theft Kit
 - Beneficiary Support Services
 - Discounts & Services Program – includes discounts for Laser Vision Correction, Weight Watchers, Hearing Aids and more **See enrollment packet for additional details.**
- Additional Voluntary Life Insurance available up to \$300,000 for Employee, up to \$100,000 for Spouse and \$10,000 for children

SIX (6) MONTHS OF SERVICE **Must have completed 1,000 hours in order to receive paid time off.**

- Full-time employees will receive forty (40) hours of paid Vacation time.
- Full-time employees will receive one (1) day of Personal Day Allowance (PDA).
- 401K Enrollment - dollar-for-dollar 4% company match & immediate vesting
Traditional and Roth contributions available

ONE (1) YEAR OF SERVICE

- Full-time employees will receive an additional forty (40) hours of paid Vacation time.
- Full-time employees will receive an additional two (2) days of Personal Day Allowance.