



## **BENEFITS SUMMARY** *(effective January, 2017)*

### **IMMEDIATE:**

- Six paid holidays per year *\*Subject to production demands and eligibility requirements.*
- Verizon Corporate Discount 15-18%
- \$80 Safety Allowance
- Chaplain Services
- \$5 per day attendance bonus available to earn daily *\*Conditions apply.*

### **90 DAYS (1<sup>st</sup> 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

### **6 MONTHS OF SERVICE:**

**VACATION** *\*Must have completed 1,000 hours to use vacation time.*

- Red/Blue shift employees will receive 48 hours of paid vacation time.
- Standard shift employees will receive 40 hours of paid vacation time.

### **PERSONAL DAYS**

- Red/Blue AND Standard shift employees will receive 1 full day of PDA.

**401(k) ENROLLMENT** – including 4% company match & immediate vesting

*\*Both Roth & Traditional contributions are allowed.*

### **ONE YEAR OF SERVICE:**

**VACATION** *\*Must have completed 1,000 hours to use vacation time.*

- Red/Blue shift employees will receive an additional 48 hours of paid vacation time.
- Standard shift employees will receive an additional 40 hours of paid vacation time.

### **PERSONAL DAYS**

- Red/Blue shift employees will receive one additional day of PDA.
- Standard shift employees will receive two additional days of PDA.