



Employee Benefit List

- Medical** Type of Plans:
- 1) Health Savings Account (HSA)
HSA = \$50 each month deposited by Company to off-set medical costs
 - 2) Preferred Provider Organization (PPO)
PPO = Co-Pay for medical visits
- Dental / Vision** Basic Coverage
- 90-day waiting period for Anthem: Medical Insurance, The Standard: Dental, Vision & Life Insurance
- ✓ **401K** January & July automatic enrollment periods
- 4 % automatically deducted and deposited into your account unless you change %
Employer match varies based on your contribution.
- ✓ **Profit Sharing** is another benefit provided to employee's dependent on the Company meeting its financial goals for the previous year
- ✓ **Holidays** 6 (8 hour) paid holidays for: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
- ✓ **Paid Time Off (PTO)** after one year of service, you earn 40 hours of PTO. Each year on your anniversary, your PTO time will be deposited into your PTO bank
- ✓ **Unpaid Time Off** is available if no time is accrued and time off is necessary & approved by your supervisor
- ✓ **Evaluations** will be conducted yearly, and salary increases will be calculated based on your evaluation results
- ✓ **Longevity Bonus** once you hit 5+ years of service at \$100 per year
- ✓ **\$50 per year Boot Allowance**
- ✓ **Educational Assistance** available for any employee wishing to further their education in in an area related to his or her current position or for growth opportunities.
- ✓ **Memberships @ The Fieldhouse** are available at no cost for Zemba employees and at a reduced rate for the employee's family
- ✓ **Bayer-Heritage Federal Credit Union membership** available for your banking/loan needs