



"Everything Counts, Everyone Matters"

Insurance Benefits

Health Insurance - Our goal every year is to conduct a thorough analysis of the market with regard to benefit program design and cost in order to provide a comprehensive and competitive benefit package for our employees.

- Medical Insurance – major medical coverage through Cigna Health Care self-insured Open Access Plus Plan that provides maximum benefits when employees and dependents use network physicians and medical facilities.
- Dental Insurance – dental coverage through Cigna Health Care with the flexibility of choosing between (3) plan options: High Plan (max benefit per the plan), Low Plan (lesser cost and benefits) and a Dental HMO Plan with excellent rates.
- Vision Insurance – vision coverage through Vision Service Plan which provides maximum benefits when employees and dependents use network optometrists.
- Life Insurance – benefit covered by the company.
- Supplemental Life (increments of 1, 2, or 3 times annual salary, to a maximum of \$300,000) and or Dependent Life – which is at a rate of \$2.00 per month for all eligible dependents.
- Long Term Disability – benefit covered by the company
- Short Term Disability – benefit covered by the company
- Paid vacation, sick and personal time (amt determined by service to the company)
- Employee Stock Purchase Plan
- 401k / Profit Sharing Plan – historically 5% of eligible employee's earnings, 40% of the company contributions are 100% vested the remaining 60% of the company contribution vests @ 100% after 6 years of service.

General Information

- Employee Assistance Program
- Educational Reimbursement
- Eight (8) Paid Holidays per year
- Working Hours – Business Operating Core hours 8:00 a.m. to 5:00 p.m.
- Flexible Schedules allow employees to work a normal 37.50 hr work week

7:00 a.m. – 3:30 p.m.

7:30 a.m. – 4:00 p.m.

8:00 a.m. – 4:30 p.m.

8:30 a.m. – 5:00 p.m.

9:00 a.m. – 5:30 p.m.