

Profit Sharing:

Cash Bonus:

Based on years of service, Year 1 base bonus with annual step increases. Bonus is also based on companies' 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 8% of employee's salary, (NO MATCH REQUIRED) (6-month waiting period)

- 3% Safe Harbor, released biweekly with payroll, guaranteed
 - 5% Profit Share, released quarterly, if profitable
- (Based on companies' 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 1.3 hours per pay period, including annual rollover. Accrual totals four 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).

Voluntary 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.