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Your benefits will be a combination of Company-paid benefits and benefits that you choose.

Health Care Benefits (including prescription drugs)

- Company pays 100% of insurance premium for employee and qualified dependents.
- Employee is eligible immediately.

Employee Life Insurance

- Company pays 100% of premium for employee.
- One times basic Annual Earnings to a maximum of \$50,000.
- Employee is eligible immediately.

Accidental Death and Dismemberment Insurance (AD&D)

- Company pays 100% of premium for employee.
- One times basic Annual Earnings to a maximum of \$50,000.
- Employee is eligible immediately.

Short Term Disability Benefits

- Company pays 100% of premium for employee.
- Employee receives a percentage of their Pre-Disability Weekly Earnings.
- Employee is eligible immediately.

Profit Sharing Retirement Plan

- Company pays 100% of contributions.
- Employee is eligible after one year with the Company (Oct. 1 - Sep. 30), provided that they have worked a minimum of 1000 hours during that time.
- Employee is 100% vested after three years with the Company, provided they have worked a minimum of 1000 hours for each year during that time.
- Employee can withdraw funds after age 60 or retirement from the Company, whichever is later.

Dental Care Benefits (Optional)

- Employee can purchase dental insurance, offered at Company's group rate.
- Employee is eligible immediately.

Vision Care Benefits (Optional)

- Employees can purchase vision insurance, offered at Company's group rate.
- Company pays for OSHA approved prescription safety lenses & non-removable side-shield frames.
- Employee is eligible immediately.

Schooling Opportunities

- The Company has sponsored classes in Engineering Blueprint Reading, Fundamentals of Machining, Safety, CPR, First-Aid, English, Computer Programming, CNC Manufacturer Schools, SolidWorks, Job Specific Seminars.

Direct Deposits (Optional)

- Company can directly deposit paychecks into employee's personal checking or savings account, saving a trip to the bank.

Overtime Work

- Overtime pay is 1.5 times the employee's hourly wage for non-exempt employees.
- Overtime is paid for actual time worked over eight (8) hours per day.
- ADDITIONALLY, overtime is paid for actual time worked over forty (40) hours per week.
- Overtime work is considered mandatory, when requested, and is a condition of employment.

Paid Time Off (PTO)

Employees receive the following PTO per year. (See *Employee Handbook* for specific details.)

<u>Steady Service</u>	<u>PTO per Year</u>
First Year (Hire Date - 1 Yr. Anniv.)	14 Days per Year
Second Year (1 Yr. Anniv. - 2 Yr. Anniv.)	14 Days per Year
Third Year (2 Yr. Anniv. - 3 Yr. Anniv.)	19 Days per Year
Fourth Year (3 Yr. Anniv. - 4 Yr. Anniv.)	19 Days per Year
Fifth Year (4 Yr. Anniv. - 5 Yr. Anniv.)	19 Days per Year
Sixth Year & Up (5 Yr. Anniv. - Up)	24 Days per Year

Unpaid Time Off

Personal Time

- Employees are allowed three (3) unpaid, excused personal days per ninety (90) day period.

Sick Time

- All sick days are excused with a Doctor's Excuse.

Excused Absences

- Employees are allowed unlimited "excused" absences (See *Employee Handbook* for absences that qualify as "excused".)

Additional Unpaid Time Off

- First Year (Hire Date - 1 Yr. Anniv.) _____ 5 Days per Year
- Second Year (1 Yr. Anniv. - 2 Yr. Anniv.) _____ 5 Days per Year

Benefit descriptions on this document are only a summary. See specific plans for details, eligibility, and restrictions. Company benefits are subject to change without notice.

HWH CORPORATION