

Employee Name: \_\_\_\_\_

	<b>Benefit (&amp; Eligibility Info)</b>	<b>Employee Contribution</b>	<b>Company Contribution</b>
<b>1<sup>st</sup> of the month following 60 days</b>	<b>Health Insurance</b> <i>(Full-time Non-Exempt &amp; Salaried Employees: First of the month following 60 days full-time employment)</i>	See Plan Options <b>*Base Plan Figures</b> Monthly Rate: \$448.28 Employee Portion: \$134.48	See Plan Options (2) <b>*Base Plan Figures</b> Monthly Rate \$448.28 Company Portion: \$313.80 <i>(70% of Employee + 50% of Dependents)</i>
	<b>Dental</b>	100% Employee Only \$32.61 Family \$108.97 <i>(other options available)</i>	N/A
	<b>Vision</b>	100% Employee Only \$8.26 Family \$27.36 <i>(other options available)</i>	N/A
<b>90 Days</b>	<b>Disability Insurance</b> <i>(Full-time Non-Exempt &amp; Salaried Employees: Following 90 days of full-time employment)</i>	N/A	100%
	<b>Life Insurance</b> <i>(Full-time Non-Exempt &amp; Salaried Employees: Following 90 days of full-time employment)</i>	N/A	100%
	<b>Holiday Pay &amp; Worked Holiday Pay</b> <i>(Following 90 days of full-time employment – eligible full-time nonexempt employees)</i> New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & Christmas Day	N/A	8 hours of base pay (in addition to any worked holiday pay) <b>*Must meet eligibility requirements</b>
	<b>Personal Holiday Pay</b> <i>Full-time non-exempt employees completing 90 days of employment.</i>	N/A	8 hours of base pay <i>(To be paid in the pay period in which their birthday occurs.)</i>
	<b>Bereavement Leave Pay</b> <i>Full-time employees (working 38+ hours weekly) can receive 8 hours of bereavement leave pay to attend services or burial.</i>	N/A	8 hours of base pay <b>*Must meet requirements outlined in Employee Handbook.</b>
<b>6 Months</b>	<b>Profit Sharing Bonus – Profitability</b> <i>Full-time or Part-time with a non-exempt or salaried federal filing status for 6 months or more.</i>	N/A	Part-Time Employees receive \$0.50/hour worked Full-Time Employees receive \$1.00/hour worked <b>*Dependent on company profitability</b>
<b>1 Year</b>	<b>Retirement Plan Options</b> 1. Full-time or Part-time with 1 year of service 2. Over the age of 18 3. Annual hours of 1,000+	-	Up to 4%
	<b>Vacation Pay</b> Quarterly Accrual (January, April, July & October) 1 Year = 40 hours 2 Years = 80 hours 5 Years = 120 hours 10 Years = 160 hours <b>*More information in the Employee Handbook</b>	N/A	Vacation time is paid at the employee's base pay rate at the time vacation pay is paid. <b>* Must meet requirements outlined in Employee Handbook. *</b>

This document was created as a resource to help guide employees and staff to communicate the benefits offered by CnD Specialties, Inc. It does not serve as a contract. Further information is available in the Employee Handbook. Questions can be directed to Human Resources Staff by calling (920) 477-2711.