



LIST OF EMPLOYEE BENEFITS

- SICK PAY - you are eligible for 2 sick day per calendar year. These do not roll over from year to year and are not payable out upon termination or quitting.
- VACATION PAY - you are eligible for 1 week vacation after 1 year of service on your anniversary date. You receive 2 weeks after 2 years of service. Continuing forward 2 weeks.
- HOLIDAY PAY - Memorial Day, 4th of July, Labor Day, Thanksgiving, Christmas Day and New Year's Day.
- UNIFORMS - Are supplied by the company
- SIMPLE IRA - You are eligible to participate in Simple IRA through Thrivent Financial. Hennes Machine & Repair will make a contribution match of 3%. Employee MUST contribute 3% to get company full match.
- AFLAC- Supplemental insurance pretax/taxable depending on your election of insurance you choose.
- BCBS HEALTH INSURANCE- Company pays half of employee.