

Profit Sharing:

Cash Bonus:

Based on years of service, Year 1 base bonus with annual step increases. Bonus is also based on company's profitability.

ESOP Stock:

An annual employer contribution, which varies year to year, allocated to eligible employee accounts to purchase company shares.

(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:

(NO MATCH REQUIRED) (6-month waiting period)

- 3% Safe Harbor, released biweekly with payroll, guaranteed
- Discretionary Profit Sharing, based on profitability at year end.

Health Insurance:

- Medical
- Prescription Drug
- Dental
- Vision

Medical:

Blue Cross Blue Shield of MI with two options:

1. HSA with a 50% employer funding match with annual employer maximums in place, \$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 2.7 hours per pay period, including annual rollover. Accrual totals 8 days per full calendar year.

Bereavement Leave:

Allowed five days for the death of a family member.

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)

Volunteer 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.