



- **PAID VACATIONS**

- One week on employment
 - Two weeks after two years
 - Three weeks after ten years
 - Four weeks after twenty years

- Note: All vacations must be used from anniversary date to anniversary date each year.

- **SICK / PERSONAL DAYS**

- Five days after one year of service

- Will not be accumulated but will be paid out as your anniversary date if not used

- **HEALTH INSURANCE**

- All Power pays one half of premium

- \$ 56.78 for single plan employee share Weekly

- \$ 158.38 for family plan employee share Weekly

- \$ 100.63 for employee/children plan employee share Weekly

- \$ 108.25 for employee/spouse plan employee share Weekly

- Note: You may apply for all insurance after 30 days of employment , but insurance coverage will not start until the begins of the billing cycle of the insurance carrier.

- **DISABILITY INSURANCE (SHORT TERM)**

- **LIFE INSURANCE**

- **DENTAL INSURANCE**

- **VISION INSURANCE**

- **FLEX SPENDING PROGRAM (NOTE: MAY BE ADDED TO PROGRAM AFTER 30 DAYS OF EMPLOYMENT)**

- **RETIREMENT**

- All Power provides a 401 K retirement saving plan. The Plan allows both Pre-tax and Roth contributions through payroll deductions. After 30 days of employment and upon entering the plan on the 1st day of month following service requirements.

- All Power provides for a discretionary profit sharing contribution based on the plan year compensation of 2% . All Power provides a tiered match as follows: 100% up to first 3% of compensation, plus an additional 50% of the next 2% of compensation.

- This equals a 4% employer match If participants contribute 5% of compensation.

- **PROFIT SHARING BONUS**

- Based on profit, work performance, years of service, position in company

- **CHRISTMAS BONUS**

- Based on years of employment

- **PAID HOLIDAYS (7 EACH)**

- New Years, Memorial Day, July 4th. , Labor Day, Thanksgiving (2 Days), Christmas also Veterans day if you are a veteran

- **SALARY FOR POSITION**