

HOLIDAY BENEFITS SUMMARY

VACATIONS: Upon completion of 6 months of employment, employees earn 40 hours of paid vacation. Upon completion of 1 year of employment, employees earn 80 hours of paid vacation. Upon completion of 6 years employees earn 120 hours, and after 11 years they earn 160 hours of paid vacation.

HOLIDAYS: Upon completing one month of continuous full-time employment, employees are eligible for paid holidays, including one paid floating holiday.

HEALTH INSURANCE: On the first of the month following one month of continuous full-time employment, employees are eligible for health insurance benefits.

DENTAL INSURANCE: On the first of the month following one month of continuous full-time employment, employees are eligible for dental insurance.

FLEXIBLE SAVINGS ACCOUNTS: On the first of the month following one month of continuous full-time employment, employees are eligible for health and/or daycare flex spending accounts.

SHORT TERM DISABILITY INSURANCE: On the first of the month following one month of continuous full-time employment, employees are eligible for SHORT TERM DISABILITY INSURANCE. There is no cost to employees for this benefit.

LONG TERM DISABILITY INSURANCE: On the first of the month following one month of continuous full-time employment, employees may elect LONG TERM DISABILITY INSURANCE. Cost varies by wage and premium is paid by the employee.

BASIC LIFE INSURANCE: On the first of the month following one month of continuous full-time employment, employees are eligible to be covered by a \$10,000 Life Insurance Policy at no cost to the employee.

SUPPLEMENTAL LIFE: Supplemental Insurance is also available to employees on the first of the month following one month of continuous full-time employment. This benefit is at an additional cost to the employee and includes Employee Supplemental Life Insurance, Spouse Supplemental Life Insurance, and Child Supplemental Life Insurance.

401k PLAN: Available to employees on the first of the month following 6 months of continuous full-time employment.

PROFIT SHARING: Employees are eligible for profit sharing following one full year of employment within Holaday's fiscal year. (NOTE: YOU MUST BE OVER 21 YEARS OF AGE TO BE ELIGIBLE).

DIRECT DEPOSIT: A direct deposit program is available for payroll. An entire paycheck or partial paychecks can be directly deposited into your checking and/or savings account.

UNIFORM REIMBURSEMENT: Assistance in the rental of uniforms is offered to employees who work in specific areas. Employees are eligible for assistance in renting uniforms after thirty days of employment.