

Benefits Items

Holiday Pay

	<u>120 Days</u>	<u>1 Year</u>
New Year's Day		X
Memorial Day		X
July 4th		X
Labor Day		X
Thanksgiving Day	X	X
Christmas Day	X	X

To be eligible for holiday pay, the Employee must have worked the day prior and the day following the holiday, unless those days are the Employee's regularly scheduled days off.

Vacation Pay

1 year of service	One week/40 hours
3 - 6 years of service	Two weeks/80 hours
7 - 11 years of service	Three weeks/120 hours
12 + years of service	Four weeks/160 hours

Pension/Employee 401(K) Savings Plan

Available to regular full-time employees, who have completed one year of service, as defined in the benefit package plan. Company matches 50% of employee contributions up to the first 6%.

Example: Gross monthly wage of \$3,400.00; and
Contributing 6% per month to the 401(k) plan:

401(k) Savings at 6%	= \$204.00/month
Matching Contribution	= <u>102.00/month</u>
Total Deferred/Contribution	= \$306.00/month

Health Benefits

After 90 days waiting period, benefit programs include:

- Medical
- Dental
- Vision
- Short term disability
- \$20,000 Life insurance
- \$2,000 Dependent Life insurance

Company pays 85% of employee medical and dental premium and 50% dependent medical and dental premium. Short term disability and life insurance are paid 100% by Market Transport.