

# Employee Benefits 2024

## Medical, Dental & Vision Insurance\*

Company sponsored medical plan provided through Blue Cross/BlueShield of Alabama. Dental plan provided through Principal. Employee responsible for a portion of the premium. Voluntary vision plan provided through Principal.



## Flexible Spending Accounts\*



The IRS-regulated flexible spending accounts utilize pre-tax payroll

deductions to help you gain significant leverage and save tax dollars in paying for eligible health and/or dependent day care expenses, and outside health insurance premiums.

## Health Care Reimbursement\*

Use this account to be reimbursed for eligible dental and optical expenses, medical deductibles and co-payments, prescription co-payments and many other out-of-pocket expenses incurred by you or your dependents. The maximum annual contribution is \$3,200. Debit cards are available and make paying for services very easy.

## Dependent Day Care\*

Qualified dependent care expenses for children or elderly parents may be paid from this account. The maximum annual contribution is \$5,000 for single or married employees filing jointly, or \$2,500 for married employees filing an individual income tax return.

## Outside Health Insurance Premiums\*

Payment may be made for outside insurance obtained by the employee. Payment is contingent on providing proof of insurance payments as required by current federal law.

## Income Protection Disability\*

Company paid Short-Term Disability begins on the 8th day of your disability and continues to the 90th day. The benefit is 60% of base salary to a maximum benefit of \$1,500 per week. Company paid Long-Term Disability begins on the 91st day of disability. The benefit is 60% of base salary to a maximum of \$10,000 per month.



## Life Insurance\*

Company paid group term \$100,000 policy. Optional Voluntary Life insurance also available.

## Cancer & Critical Illness Insurance\*

Coverage to help with the unexpected costs associated with a Cancer diagnosis and treatment as well as covered Critical Illnesses.

## Paid Time Off (PTO)



Full time employees accrue at the rate of 120 hours per year in years one through three; 160 hours during four years through eleven years; and 200 hours at year twelve and thereafter (based on a 40-hour work week). Part time employees accrue at a prorated amount.

## Holidays\*

11 Holidays per year: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.

## Bereavement\*

In the event of a death of an immediate family member and at the request of the employee, employees will be paid up to three days of bereavement pay.

## Training & Certifications

Up to a maximum of \$1,000 per year for training and/or certifications, with prior approval from supervisor and upon proof of acceptable training.



## Tuition Reimbursement\*

Tuition cost up to a maximum of \$2,500 per employee per year with prior approval and upon proof of an acceptable passing grade.

## Retirement



Full-time and part-time employees are eligible for the 401(k) Plan effective with their hire date. S&A contributes 3% of wages on a quarterly basis.

\*Subject to Employee classifications and minimum work hours as identified in individual plans.