

Employee Benefits Overview

J Allen Contracting

HEALTH INSURANCE

Health care insurance through Medical Mutual is offered to all employees after 60 days of employment.

Benefit	Description	Employer Contribution
Medical Insurance	<ul style="list-style-type: none">• SuperMed Plus 30-2000 w/ RX• SuperMed Plus 30-5000 w/RX• Optional Health Savings Account	50%
Dental Insurance	<ul style="list-style-type: none">• Preventive Maintenance- \$0 co-pay• Basic Care- \$50 co-pay• Major Care- \$50 co-pay	50%
Vision Insurance	<ul style="list-style-type: none">• Exams- \$10 co-pay• Prescription Glasses- \$25 co-pay	50%
Life Insurance	<ul style="list-style-type: none">• Optional Life Insurance Opt-in	

WORK/LIFE INTEGRATION

- Monday-Friday typical work schedule with the option to collect overtime on weekends.
- Paid Holidays
- Parental or Family Leave

PTO

- Holidays- (10) holidays per calendar year
- Vacation- (5) paid vacation days available after 60 days of employment.
- Sick Pay- (5) paid sick days available after 60 days of employment.
- PTO rollover up to 180 total hours

RETIREMENT

Employees will be eligible to opt in for our Simple IRA program after one year of employment. The employee will have the option to contribute up to \$9,000/year into their retirement. J Allen will match an employee contribution up to 3%. The employee has the option to allocate funds into any investment of their choice.

EMPLOYEE BENEFITS OVERVIEW

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INCENTIVES

- Apparel Program- Employee will be given J Allen apparel on a semi-annual basis.
- Employee Referral Program- J Allen's objective is to recruit & retain talented & qualified individuals. Therefore, any employee who refers a candidate to the company will receive their choice of a cash incentive or option for additional PTO time, after two months of the new candidate joining the team.
- Competitive Pay with pay increase options on a semi-annual basis, based on performance.
- Paid drive time to and from jobs in company provided vehicles.
- Employee discounts through sister supply store
- Performance and safety bonuses
- Internal growth opportunities
- Uniform, tool, & boot allowance

INSURANCE

- Business Travel Accident Insurance- The company provides full-time employees an accidental insurance when traveling on behalf of the business.
- Unemployment Insurance

TRAINING & EDUCATION

- MSHA Safety Training- Annual MSHA training & certification program
- OSHA Safety Training- Annual OSHA training & certification program
- CPR & First Aid Training- CPR training available to all employees
- Optional Educational Seminars available to long-term employees including: Decorative Concrete Seminars, World of Concrete Seminars, Trimble Training, Blueprint Reading
- Safety Training for all new employees

EMPLOYEE ELIGIBILITY

All employees working 30+ hours or more per week are eligible for benefits.

BENEFITS BEGIN:

1st of the month after 60 days of hiring

BENEFITS TERMINATE:

End of the month following date of termination