



## Employee Benefits



**GROUP INSURANCE** Hochheim Prairie contributes \$550.00 towards the monthly premium for major medical insurance that includes prescription coverage. The company pays 100% of the premium for life insurance equal to 2 ½ times annual basic salary, and accidental death and dismemberment insurance equal to 2 ½ times annual basic salary. Other insurance offered includes dental, vision, cancer, fraud/pre-paid legal, long term disability, short term disability, and additional life and accidental death and dismemberment.

**RETIREMENT** Hochheim Prairie contributes 6% of each pay period's gross pay towards a 401(k) plan for full time employees. Additionally, employees may make deferred and ROTH salary contributions up to 15% of eligible pay, and the company will match contributions at 25%. Employees are eligible to participate the first of the month coinciding with or following the date of hire. Employees are eligible to retire after 20 years of employment. All earned, unused vacation is paid out at retirement as well as one-half of earned, unused sick leave.

**VACATION, SICK LEAVE, HOLIDAYS** Hochheim Prairie provides 9-10 paid holidays throughout the year. Employees earn 8 hours of sick leave per month and may accumulate sick leave hours up to 960 hours. Depending on the length of service, 10 to 15 days of vacation is earned each year with no accumulation limit. Unused sick leave and vacation time rolls over from year to year.

**BIRTHDAY, DEATH IN FAMILY, COURT LEAVE** One day paid time off is given to employees for their birthday. Employees are allowed up to 3 days paid time off to make arrangements and/or attend the funeral of an immediate family member. In the event of the death of any other family member, one day of paid time off is allowed to attend the funeral. The company will continue salary in full when employees are summoned for jury duty or subpoenaed to appear as a witness in court.

**FLEXTIME** It is the intention of Hochheim Prairie to provide employees with a flexible-working environment in which specific duties and responsibilities can be satisfactorily performed and still be in compliance with the Department of Labor and FSLA.

**EDUCATION ASSISTANCE** Upon completion of a course with a grade of "2" or better and not to collectively exceed an employment limit of \$10,000, the company will reimburse 100% of tuition, enrollment fees, and books for the courses which employees take at a recognized, accredited institution if the course pertains to their job or future advancement.

**PROFIT-SHARING BONUS** A profit-sharing bonus is determined by insurance operation results on a calendar year basis.

**MISCELLANEOUS** Hochheim Prairie will pay a subsidized gym fee up to \$20.00 per month unless the actual fee is less. Covered parking is furnished at the corporate office.

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