

**HEALTHCARE**

Employee is eligible after 30 calendar days of continuous full- time employment.

- Medical – United Healthcare
- Dental – Principal Insurance
- Vision – Principal Insurance, Vision Service Plan (VSP)
- Voluntary Life – Principal

If you choose to remain on other Health/Dental plan the Company will reimburse you up to \$400.00 per month.

**COMPANY PROVIDED BENEFITS**

- Short Term Disability
- Long Term Disability
- Term Life Insurance - \$30,000.00

**401(k) Retirement Plan**

Entry into plan is after one year of continuous service during June or December following anniversary date.

**PROFIT SHARING**

Based on company obtaining yearly sales goals.

**PTO**

**First Year PTO**

START DATE	PTO	YEARS of SERVICE	PTO
January - February	5 days	1 Year	10 days
March - April	4 days	2 Years	15 days
May - June	3 days	3 Years	15 days
July - August	2 day	4 Years	15 days
September - October	1 days	5 Years Plus	20 days

**HOLIDAYS**

- 7-1/2 Holidays per year.
- Holiday Schedule published at the start of calendar year.

**DIRECT DEPOSIT**

- Bi-Weekly payroll

Rodem, Inc. retains the discretion at all times to delete, add to, or make changes to any of these benefits.

05/11/2021