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Benefits and Incentives for Hourly Personnel

The following is a list of benefits and incentives provided by Acme Building Materials, Inc. for hourly employees:

- Paid Holidays – Six (6) after one (1) full year of service
- Paid Vacation will accrue at the following rates:
 - After 90 days of service, vacation will accrue at a rate of .0195 hours per each hour of Regular time worked
 - After three full years of service, vacation will accrue at a rate of .039 hours per each hour of Regular time worked
 - After ten full years of service, vacation will accrue at a rate of .0585 hours per each hour of Regular time worked
 - After twenty full years of service, vacation will accrue at a rate of .078 hours per each hour of Regular time worked
 - After thirty full years of service, vacation will accrue at a rate of .1 hours per each hour of Regular time worked
- Group Term Life Insurance plan with \$100,000 coverage for the employee available on the first of the month following 90 days of service (additional \$100,000 benefit for accidental death)
- 401k Plan with a dollar-for-dollar match up to 4% of pay available the first of the calendar quarter following 90 days of full-time employment.
- Blue Care Network or Blue Cross PPO available on the first of the month following 60 days of employment. Blue Care Network Premium covered 100% for the employee. An additional amount of \$500 is allowed for covered spouse or dependents up to the age of 18. Any amount over \$500 will be deducted pre-tax via payroll deduction. If the employee chooses to upgrade to Blue Cross PPO, additional premium is deducted pre-tax via payroll deduction. Blue Cross Dental and Vision also available and is paid 100% by the employee.



Your Success is Our Business

