JAMES RIVER EQUIPMENT

Benefit Summary

(Coverage Effective Date of Hire)



Health

- Anthem Blue Cross Blue Shield (Employer pays 75% of EE monthly premium).

Health Opt Out

- Bi-weekly reimbursement for other health coverage ($76.92/pay period).

Disability

- JRE provides Short Term Disability - up to 13 weeks.
- Long Term Disability -Employee purchase

Healthy Lifestyle

Knova Solutions

- Health Support Program

Twin Health

- Type 2 Diabetes Reversal Pre-Diabetes

Healthy Back & Joint Program

- Virtual PT Sessions

- No cost to the employee

Dental

- Delta Dental

Life Insurance

NY Life - JRE provides every employee with $30,000 Life/ADD. Employee Purchase Supplemental Life:

- Up to $300,000 Employee Up to $150,000 Spouse
- $10,000 per child

Investment Program

- $12,000 max investment 10 yr. avg. interest earned -23.72% Interest paid annually

Annual Allowances

- *Technician Tool- $400
- Safety Boots- $200 Safety
- Glasses- $200

Enjoyable Extras

- Stars Program - Awarding exceptional behavior
- JD Rewards - Recognizing years of service
- Annual Caribbean Cruise

Vision

- Anthem Blue View

401K - Principal Financial

- Participation after 90 days of employment 2% Company
- Match plus Company Profit Sharing Contribution (2.38%; 10 yr. avg.)

Additional Benefits

- Flex Spending - Medical and Dependent AFLAC

Paid Time Off

- 2 weeks (80 hours) awarded in first full year of employment
- Up to 5 weeks (200 hours) based on years of service

Paid Leave

- Birth Mothers- 6 weeks
- Other Than Birth Mothers- 1 week
- Paid Holiday - 8 days
- Volunteer Day Off

*Technician Specific

- Paid Training up to $400 per path Referral Bonus - $1000
- Up to $200 per certification Annual
- Tool Allowance -
- $400
- Monthly Technician Incentive Bonus Paid on work efficiencies Overall avg,
  - - $438/month Company provided
- Uniforms