



## BENEFITS SUMMARY

### **Eligible Employees – Full-time and/or Part-Time (30+ hrs)**

**Sick Leave** – 12 days/year

**Holidays** – New Year's Day  
Martin Luther King Day  
Chinese New Year's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day

**Vacation** - 10 Days - 1<sup>st</sup> Year  
12 Days – 2<sup>nd</sup> Year  
17 Days – 8<sup>th</sup> Year

**Anniversary Day** – One day off for employee birthday, marriage anniversary, or work anniversary  
– to be used at the discretion of the employee

**Personal Days** – 2 per year

**Marriage Day** – 1 day per employee – if getting married

### **Health Benefits**

Medical (80% employer sponsored)

Dental (50% employer sponsored)

Vision - HSA

Short Term Disability / Long-Term Disability

Life Insurance/AD&D (100% employer sponsored)

**Retirement** - 401(k) eligible after one year of service with 3% Safe Harbor, up to 2% employer match and up to 2% profit sharing at employer discretion (voted by board annually). Full vesting after 3 years.