

JG Drywall Company

We don't just do drywall anymore!

500 Logan Street
Carnegie, Pa 15106
412-279-7802 ph.
412-279-4112 fax

BENEFITS PACKAGE

AVAILABLE UPON HIRE:

1. DIRECT DEPOSIT

AVAILABLE AFTER PROBATIONARY PERIOD OF **60 DAYS** (starts 1st of the month following 60 day anniversary):

1. COMPANY FULLY PAID BENEFITS

a. LIFE INSURANCE

- i. 25,000 IN GROUP TERM LIFE INSURANCE
- ii. FREE WILL PREPARATION SERVICES

2. COMPANY PARTIALLY PAID BENEFITS

a. HEALTH INSURANCE – Highmark Community Blue (2 options to choose from)

- i. INCLUDES PRESCRIPTION PLAN AND DOCTOR VISIT COPAYS
- ii. COMPANY PAYS 50% / EE PAYS 50% ALL COVERAGE LEVELS

1. 1500 INDIVIDUAL DEDUCTIBLE EPO PLAN (PLAN YEAR NOV 2019-OCT 2020)

a. PAYROLL DEDUCTIONS BELOW

- i. SINGLE: 43.51/ WK
- ii. COUPLE: 116.42/ WK
- iii. EE/ CHILD: 87.53/ WK
- iv. FAMILY 121.38/WK

2. 5000 INDIVIDUAL DEDUCTIBLE EPO PLAN (PLAN YEAR NOV 2019-OCT 2020)

a. PAYROLL DEDUCTIONS BELOW

- i. SINGLE: 36.33/ WK
- ii. COUPLE: 97.23/ WK
- iii. EE/ CHILD: 73.10/ WK
- iv. FAMILY 101.37/ WK

- iii. PREMIUM PAYMENTS START 1 MONTH PRIOR TO COVERAGE START. SO IF DECIDE TO TERMINATE COVERAGE OR LEAVE JG DRYWALL, YOU WILL BE COVERED UNTIL END OF THE MONTH.

3. VOLUNTARY BENEFITS-

- a. COMPANY DOES NOT CONTRIBUTE
- b. OPEN ENROLLMENT IS IN NOVEMBER, IF DECLINE ENROLLMENT ONCE ELIGIBLE, YOU WILL NOT BE ELIGIBLE TO ENROLL UNTIL OPEN ENROLLMENT THE NEXT YEAR
- c. ALL PLANS RECOGNIZE DOMESTIC PARTNERSHIPS AND ALL CHILDREN UNDER 26 AS DEPENDENTS.
- d. COMPANY WENT TO MARKET WITH OUR GROUP TO ATTAIN A LOWER COST PLAN THAT WOULD BE UNLIKELY TO FIND AS INDIVIDUALS.

i. DENTAL INSURANCE- GUARDIAN

1. SINGLE: 6.22/ WK
2. FAMILY: 17.02/ WK
3. PREMIUM PAYMENTS START 1 MONTH PRIOR TO COVERAGE START. SO IF DECIDE TO TERMINATE COVERAGE OR LEAVE JG DRYWALL, YOU WILL BE COVERED FOR 1 MONTH.

ii. VISION INSURANCE

1. LOW COST VISION PLAN WITH VSP NETWORK. SEE PLAN DETAILS FOR MORE INFORMATION.
 - a. SINGLE: 1.04/ WK
 - b. COUPLE: 2.39/WK
 - c. EE/DEP: 2.75/WK
 - d. FAMILY: 4.45/WK

iii. LIFE INSURANCE

1. ADDITIONAL VOLUNTARY LIFE POLICIES AVAILABLE FOR SELF, SPOUSE/DOMESTIC PARTNER, AND DEPENDENTS

iv. SHORT TERM DISABILITY INSURANCE

1. CAN SELECT AMOUNT FROM \$100 TO \$1000 IN \$50 INCREMENTS AND CANNOT EXCEED 60% OF WEEKLY WAGE
2. ELIGIBLE TO COLLECT BENEFITS AFTER 2 WEEKS OFF WORK DUE TO INJURY OR ILLNESS. SEE PLAN DETAILS FOR MORE INFORMATION

v. ACCIDENT DISMEMBERMENT AND DEATH

1. YOU CAN GET MONEY FOR VARIOUS INJURIES OR TREATMENTS, HAS A WELLNESS RIDER. REVIEW PLAN DETAILS

******IF YOU DO NOT ENROLL AT 60 DAYS IN HEALTH OR DENTAL, YOU WILL NOT BE ELEGIBLE TO ENROLL UNTIL OPEN ENROLLMENT- OCTOBER FOR NOVEMBER COVERAGE.**

AVAILABLE AFTER 60 DAYS:

1. HOLIDAY PAY-
 - a. MUST WORK DAY BEFORE AND DAY AFTER TO BE PAID FOR HOLIDAY
 - b. HOLIDAYS INCLUDE: NEW YEARS DAY, CHRISTMAS DAY, THANKSGIVING DAY, LABOR DAY, INDEPENDENCE DAY, AND MEMORIAL DAY
 - i. SUBJECT TO CHANGE

AVAILABLE AFTER 1 YEAR:

1. Paid Time Off (PTO) policy (Policy is based on calendar year)
 - a. After 1 year: 7 days (prorated based on Hire date for first year)
 - b. ADDITIONAL YEARS: 7 days
 - c. AFTER 5 YEARS: 12 daysSEE POLICY FOR SPECIFIC DETAILS
2. RETIREMENT PLAN
 - a. 401K
 - i. COMPANY MATCHES 50% UP TO 5% WITHHELD FROM PAY
 1. MATCH IS DEPOSITED THE FIRST QUARTER OF THE FOLLOWING YEAR. MUST BE EMPLOYED ON 12/31 OF THE YEAR TO EARN THE MATCH
 2. MATCH IS DEPOSITED BY THE END OF THE FIRST QUARTER OF THE FOLLOWING YEAR. MATCH IS VESTED BASED ON YEARS OF SERVICE. AT 6 YEARS THE MATCH IS FULLY VESTED, HOWEVER IF YOU LEAVE EMPLOYMENT PRIOR TO 6 YEARS, ONLY A PORTION OF THE MATCH AND THE MATCH GAINS WILL GO WITH YOU.
 - ii. DEDUCTION IS TAKEN PRE TAX
 - iii. THE MONTH AFTER 1 YEAR ANNIVERSARY, UNLESS DECLINE, EE'S ARE AUTOMATICALLY ENROLLED AT A DEDUCTION OF 3%
 - iv. CONTRIBUTIONS CAN BE CHANGED AT THE START OF EACH MONTH AND CAN GO TO 0% AT ANY TIME.