

# AUSLAND GROUP EMPLOYEE BENEFITS - TRADE STAFF

Effective: April 10, 2017

BENEFITS	10+ YEARS	5-10 YEARS	1-5 YEARS	0-1 YEARS
<b>TIME OFF</b>				
Paid Sick-Days	5 days per year	5 days per year	5 days per year	5 days per year
Paid Time Off (Holidays and Vacation)	15 days per year	10 days per year	4 days per year	None
<b>HEALTH &amp; WELFARE</b>				
Health Insurance - <i>Employee</i>	Yes, \$75/MO	Yes, \$75/MO	Yes, \$75/MO	Yes, \$75/MO, after 2 months
Health Insurance - <i>Family</i>	Yes, at cost	Yes, at cost	Yes, at cost	Yes, at cost, after 2 months
Non-Work Accident Cost Reimbursement Benefits	Yes	Yes	Yes	Yes
Life Insurance - \$10,000	Yes	Yes	Yes	Yes, after 2 months
Accidental Death and Dismemberment Insurance - \$10,000	Yes	Yes	Yes	Yes, after 2 months
Dental Insurance - <i>Employee and Family</i>	Yes, at cost	Yes, at cost	Yes, at cost	Yes, at cost
Health Savings Account	Yes	Yes	Yes	Yes, after 2 months
Health Club Membership - <i>Employee</i>	Yes	Yes	Yes	Yes
Health Club Membership - <i>Family</i>	Yes, \$17 PP	Yes, \$17 PP	Yes, \$17 PP	Yes, \$17 PP
Unemployment Insurance	Yes	Yes	Yes	Yes
Access to Additional Disability Insurance Plans (i.e.: AFLAC)	Yes, at cost	Yes, at cost	Yes, at cost	Yes, at cost
<b>RETIREMENT</b>				
Retirement Savings Account (401K)	Yes	Yes	Yes	Yes
Retirement Contributions ( <i>public projects - benefit varies - i.e.: \$5-10/HR</i> )	Yes, typ. \$5-10/HR	Yes, typ. \$5-10/HR	Yes, typ. \$5-10/HR	Yes, typ. \$5-10/HR
Retirement Contributions ( <i>private projects</i> ) ( <i>starting January 2017</i> )	Yes, +2% matching	Yes, +2% matching	None	None
Social Security Benefits	Yes	Yes	Yes	Yes
<b>CULTURE</b>				
Britt Festivals "VIP" Benefits	Yes	Yes	Yes	Yes
Holiday/Year End Party	Employee and guest	Employee and guest	Employee and guest	Employee and guest
Summer Celebration Party	Employee and family	Employee and family	Employee and family	Employee and family
Special Events ( <i>i.e. BBQ, socials</i> )	Employee	Employee	Employee	Employee
Ausland Rewards ( <i>i.e. hats, shirts, jackets</i> )	Eligible	Eligible	Eligible	Eligible
Special Anniversary Recognition	Eligible	Eligible	Eligible	Eligible
<b>TRAINING &amp; EDUCATION</b>				
Safety and Hazard Communication Training	Yes	Yes	Yes	Yes
Trade Development Training	Eligible	Eligible	Eligible	Eligible
First Aid and CPR Training	Eligible	Eligible	Eligible	Eligible
<b>TRAVEL &amp; OTHER</b>				
Per Diem Reimbursement	Eligible	Eligible	Eligible	Eligible
Prevailing Wage Work	Eligible	Eligible	Eligible	Eligible

\*Ausland Group has the right to change these benefits at any time without notice. See Ausland policies for further details.