

ENOCH MFG. CO. BENEFITS CHART

Insurance / Employee Support

<u>Type</u>	<u>Coverage</u>	<u>Enoch Pays</u>	<u>Additional Available</u>
Health, Dental, Vision	Employee + Partial Family	95% of Employee 55% of additional family members	
Long Term Disability	Employee	100% of Employee	
Life Insurance and AD&D	\$10,000 per Employee	100% of Employee	Employee option to increase at their cost
Section 125	Pay out of pocket medical bills With pre-tax \$\$		
Employee Assistance Program (EAP)	Employee + Family	100% Premium	

Paid Time Off

Paid Time Off (Accrued)

Years of Service
 Up to 6 months = 1 week
 Over 6 Months = 2 weeks
 Over 5 Years = 3 weeks
 Over 12 Years = 4 weeks
 Over 25 Years = 5 weeks

Paid Holidays

72 Total Holiday Hours
 Jan. 1st Thanksgiving
 Memorial Day Christmas
 July 4th (2 Days)
 Labor Day

Retirement

Profit Sharing
401K

Deferred payout based upon company profit.
Company matches 1% of Gross Pay.

Gain Sharing

Cash Rewards

Cash payout (paid annually) based upon company profits.

Work Schedule

4 day @ 10 hours
per day (M-Th)

Friday – voluntary overtime when necessary

Work Environment

Great group of fellow employees who average over 11 years with Enoch