

# Associated Bag Employee Benefits

Associated Bag employees enjoy a casual, collaborative work environment, competitive salary and a complete benefits package. We treat our co-workers like customers, so that our actual customer receives the best possible service. Open and honest communication is the key, and a workplace administered with consistency and fairness promotes enthusiasm, teamwork, and pride for all.

## Premium Salary

At Associated Bag, we pay a premium salary and keep it competitive through ongoing market studies and performance-based merit awards and bonuses.

## Medical

Covers individuals, domestic partners, and families. Includes unique benefits such as massage, acupuncture, chiropractic and unlimited physical therapy, as well as thorough preventative and major medical coverage with very competitive cost-share.

## Dental

Covers three cleanings per year, as well as unlimited diagnostic and preventive care, basic and major restorative up to \$2,000 per year per person, and 80 percent of orthodontic services up to \$3,000 per person lifetime with no deductible.

## Vision

Covers exams, glasses, and/or contact lenses up to \$400 per year per person.

## Flexible Spending Accounts

Medical and Dependant Care up to IRS limits

## 401(k)/Profit Sharing Plan

Employees are eligible to participate in the 401(k) after one year. Those participating in the 401(k) will also benefit from a discretionary match.

## Personal Time

Paid personal time off to cover absences due to illness, emergency, weather, or other personal matters. Employees become eligible for personal time after three months of employment. Full-time employees earn six hours per month for a total of nine days in a calendar year (prorated for part-time). Personal time not used is never lost! Any amount over the allowed carry-over will be paid out annually.

## Vacation

Employees are eligible for vacation after three months. Vacation time is earned based on years of service. Prior to one year of service, vacation time is pro-rated. After one year of service, full-time employees are eligible for two weeks of vacation time which increases on a biannual basis up to four weeks (prorated for part-time). Employees can carry over unused vacation time, with any amount over the allowed carry-over paid out annually.

## Holidays

Eight paid holidays including New Years, Memorial Day, Independence Day, Labor Day, Thanksgiving and Friday after, Christmas Eve, Christmas Day.

## Educational Assistance

The skills and knowledge of our employees are critical to the success of the organization. The Educational Assistance program encourages personal development through formal education with up to \$5,250 annual benefit plus the cost for employees to attend seminars and other job-related training or professional certifications/memberships.

### **Long-Term Disability**

Group long-term disability insurance protection is fully paid by Associated Bag Company. The amount of insurance coverage is 60% of the base pay up to a maximum of \$3,000 per month.

### **Voluntary Short-Term Disability**

STD covers events such as illness, injury, surgery, pregnancy and delivery, etc. Premium deductions post-tax for a tax free benefit of 60% of base pay up to \$1,000 weekly.

### **Life Insurance and AD&D**

Paid term life insurance for all eligible employees equivalent to the employee's annual base salary.

### **Wellness Program**

Gym membership, personal training, fitness classes, weight loss programs, etc. reimbursed at 50% with no annual limit. In our Milwaukee office we also have a free exercise area with commercial quality aerobic equipment and healthy food options in our fresh market, as well as an outdoor walking/nature trail.

### **Employee Assistance Plan (EAP)**

Completely confidential Employee Assistance Program is available to employees and their family members at no charge. Through the EAP, employees and family members receive professional consultation and assessment that can help resolve issues involving stress, personal and family difficulties, or legal and financial concerns.

### **Additional Perks Include:**

- Employee referral bonus - up to \$1,000
- Company socials and special events
- Free parking in secure lot
- Employee discount on products with the convenience of payroll deductions for purchases