

## 2009 Company Benefits

Our competitive benefits package is designed to offer you a wide range of health, retirement and career-oriented benefits. Please contact the Human Resources Manager for further information.

**Paid Vacation:** Full time, non-exempt employees accrue paid vacation based on hours worked and years of service calculations.

**Personal Days:** We provide full time, non-exempt employees with three (3) paid and five (5) unpaid personal days each year.

**Holiday Pay:** Full time, non-exempt employees earn six paid holidays: *New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.*

**Safety Incentive Program:** To encourage safety and limit accidents in the workplace, we provide the potential to earn quarterly safety incentives.

**Referral Bonus:** We are always looking for talented employees to hire and place throughout the company. We encourage employee referrals and offer a \$200 referral bonus if you refer an applicant, we hire that person for a full-time position and they continue to be employed beyond the 90 day introductory period.

**Clothing & Boot Allowance:** Every full time field and sales employee is eligible for a \$250 annual clothing and boot allowance.

**Company Vehicle Program:** If you are individually assigned a company vehicle your Operations Manager will provide you with additional information regarding the benefit and responsibility involved.

**chippers BUCK\$:** This is an incentive program aimed at rewarding employees for actions that exceed company or client expectations.

**Direct Deposit:** All paychecks are on a direct deposit program and employees are paid weekly (Friday) for the prior week.

**Simple IRA Retirement Plan:** We offer a SIMPLE IRA Retirement plan and a matching contribution program. Employees are not required, but are encouraged, to participate.

**Health, Dental, Vision, Health Savings Accounts (HSA) and Section 125 Cafeteria Plan:** Following the 90-day introductory period, full-time employees are eligible to enroll in the Chippers Inc. Health Plan, Health Savings Account (HSA) and Sect. 125 Cafeteria Plan. Employees share the cost of benefits coverage with the company and may elect to have pre-tax contributions to weekly health premiums and HSA contributions.

**Continuing Education Reimbursement:** We cover the cost of job-related advanced training or certifications.

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### Contact Information

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