

BENEFITS

HWH CORPORATION Employee Benefits

Insurance - Health/RX



- Free Family Health/RX Insurance.
- Company pays 100% of insurance premium for employee and qualified dependents. Employee is responsible for deductibles.
- Employee is eligible immediately.

Insurance - Life, Accidental Death and Dismemberment



- Company pays 100% of premium for employee.
- One times basic Annual Earnings to a maximum of \$50,000.
- Employee is eligible immediately.

Insurance - Short Term Disability



- Company pays 100% of premium for employee.
- Employee receives a percentage of their Pre-Disability Weekly Earnings.
- Employee is eligible immediately.

Insurance - Dental (Optional)



- Dental insurance, offered at Company's group rate.
- Employee pays premium.
- Employee is eligible immediately.

Insurance - Vision (Optional)



- Vision insurance, offered at Company's group rate.
- Employee pays premium.
- Employee is eligible immediately.
- Free (company-paid) OSHA/Company approved prescription safety lenses & non-removable side-shield frames.

Loans



- Low-interest loans to cover healthcare deductibles are available.
- Employee must meet eligibility requirements.

Schooling Opportunities



- The Company has sponsored classes in Engineering Blueprint Reading, Fundamentals of Machining, Safety, CPR, First-Aid, English, Computer Programming, CNC Manufacturer Schools, SolidWorks, Job Specific Seminars.

Profit Sharing (Retirement) Plan



- Company pays 100% of contributions.
- Employee is **eligible** after one year with the Company (Oct. 1 - Sep. 30), provided that they have worked a minimum of 1,000 hours during that time.
- Employee is **vested** after three years with the Company, provided they have worked a minimum of 1,000 hours for each year during that time.
- Employee can withdraw funds after age 60 or retirement from the Company, whichever is later.

Overtime Work



- Overtime pay is 1.5 times the employee's hourly wage, for non-exempt employees.
- Overtime is paid for "actual time worked" over eight (8) hours per day. **ADDITIONALLY**, overtime is paid for actual time worked over forty (40) hours per week.
- Overtime work is considered mandatory, when requested, and is a condition of employment.

Paid Time Off ("PTO") (Vacation/Holiday/etc.)



Employees receive the following PTO/UPTO. (See *Employee Handbook* for specific details.)

	<u>Steady Service</u>	<u>Paid Time Off</u>	<u>Unpaid Time Off</u>
FIRST YEAR		14 DAYS	5 DAYS PLUS*
SECOND YEAR		14 DAYS	5 DAYS PLUS*
THIRD YEAR		19 DAYS	PLUS*
FOURTH YEAR		19 DAYS	PLUS*
FIFTH YEAR		19 DAYS	PLUS*
SIXTH YEAR+		24 DAYS	PLUS*

*PLUS (Additional Unpaid Time Off)

Sick Time

- Sick days are excused with a Doctor's Excuse.

Personal Time

- Three (3) additional personal days within a ninety (90) day period (*after employee has exhausted all PTO*) are excused.

Excused Absences

- Certain other absences will qualify as "Excused". (See *Employee Handbook* for list.)

Direct Paycheck Deposit



- Semi-monthly paycheck is automatically deposited into employee's personal bank account.
- Saves employee a trip to the bank.
- Eliminates legalities associated with releasing paychecks.

Benefit descriptions on this document are only a summary. See specific plans for details, eligibility, and restrictions.
Company benefits are subject to change without notice.



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