RELIABLE. RESPONSIVE. RELIABLE. RESPONSIVE. RELIABLE. RESPONSIVE. RELIABLE. RESPONSIVE. RELIABLE. RESPONSIVE.

Employee Benefits

WHAT WE OFFER

All Full time, employees working at Futura are eligible to participate in all available benefit options. All benefit enrollment costs are deducted through biweekly payroll deductions.

VACATION & SICK LEAVE

Each full time employee earns:

1-5 years . . . . . 2 weeks
6-10 years . . . . . 3 weeks
10+ years . . . . . 4 weeks

- Each full time employee can accumulate a max of 6 sick days.
- 8 paid holidays each year, and 1 paid personal holiday.

HEALTH BENEFITS

FUTURA INDUSTRIES IN-HOUSE MEDICAL CLINIC

All employees and family members are eligible to utilize this benefit. First visits are free, all other visits are at very reduced rates (see separate brochure for more details).

- Altius medical insurance. Costs vary depending on marital status and number of dependants.
- Altius prescription benefits.
- Blue Cross Blue Shield Dental insurance.
- Wellness prevention evaluations. These are provided free of charge at the Futura Medical clinic. Having this evaluation and participating in the program if needed reduces your Altius medical insurance by $40.00 per month.

HEALTH REIMBURSEMENT ACCOUNT

Futura will deposit money into a special account that is called a HRA. This money Is used to reimburse any out of pocket expenses you incur for medical or dental expenses during the year. If you don't use all the money, it will roll over to the next year. This money is yours to keep forever for future medical expenses.

STATUS	FUTURA CONTRIBUTION
Single	$440.00
Married	$880.00
Married with Dependants	$1,320.00

FLEXIBLE SPENDING ACCOUNTS

You can elect at the beginning of the year to have money set aside pre-taxed from your pay to be used for such things as child care expenses, prescription fees, glasses, eye exams etc..

LIFE INSURANCE

- Group life insurance rates are available for employees and family members.
- Futura provides $10K life and $10K A.D.D. at no cost to the employee.

HEALTH CLUB BENEFITS

Your health is important to both you and Futura. Futura will reimburse you up to $30.00 per month for gym membership depending on your frequency of use (e.g. go 3 times a week = $30.00 for month).

401K PLAN

You are immediately eligible to contribute to the plan. Employees are automatically enrolled at the 3% rate, unless you provide notice of your desire to not participate. Fidelity Investments is the 401k plan holder, and offers a wide variety of funds to invest in.

STATUS	FUTURA CONTRIBUTION
1-3%	$0.25
4-6%	$0.33 weighted average

VESTING SCHEDULE

1 year of service	33% vested
2 years of service	66% vested
3 years of service	100% vested

DISABILITY INSURANCE

In the event that you are unable to work due to an accident at home or illness, Futura insures you by paying your long term disability insurance premiums. Short term disability insurance is also provided by Futura. Short term disability will pay you 65% of your earnings from day 1 to day 90 if you are unable to work. After 90 days, long term disability insurance kicks in and pays 50% of your earnings.

DEPENDANT & SPOUSE SCHOLARSHIPS

Dependents of employees are eligible for college scholarships valued at $2,200 per year.

MONTHLY PERFORMANCE BONUSES

Goals are set each month and you may earn bonus money. Goals are based on various factors, such as Productivity, Safety, First Pass Yield, 5S, On-time delivery.

EDUCATION REIMBURSEMENT

Full-time employees are eligible for tuition assistance of up to $3,200 annually towards tuition and books. Lifetime max of $14,000.

OTHER BENEFITS

- Safety shoe reimbursement of $30.00 annually.
- Up to $50 reimbursement towards prescription safety glasses.
- Personal / hardship loans or pay advances for emergencies.
- Discounted local attraction tickets.
- Employee and family counseling at no cost to the employee (financial, marriage and family issues, depression, legal concerns).
- Lunch and Learn seminars.
- Flexible work hours (12 hour shifts, days, nights).

FUTURA INDUSTRIES
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