

# Benefits Package

The Micar Company

2024

## Intro

At The Micar Company, our commitment to our employees extends beyond the workplace. We understand the importance of a well-rounded benefits package in supporting your well-being.

This is a comprehensive guide to the various benefits we offer to eligible team members. We at The Micar Company understand that your health is crucial. That's why we provide health insurance coverage, including medical and dental. We offer paid time off because relaxing and recharging enhances work performance and personal satisfaction. Disability insurance, life insurance, and 401K are also included in our benefit plan. Each benefit has a specific eligibility criterion, waiting periods, and participation requirements.

Understanding these details ensures you can take full advantage of the benefits.

For any questions or clarification regarding this benefits package please contact: micarcorp@gmail.com 217-362-0054 ext 101.

## Medical and Dental Insurance

Medical and Dental Insurance is available to full-time employees 60 days after their start date. We offer four plans through Consociate Health to choose from: Employee only, Employee plus Spouse, Employee plus Child, or Family. You must sign up for insurance during your new hire orientation, or you must wait until the reenrollment period in December. There are a few niche circumstances where you would qualify to enroll prior to the reenrollment date: through a court order, you or someone in your family lost coverage, you turn 26 in the middle of the year.

## Paid Time Off

Illinois state mandated PTO is available to all full-time employees 90 days after your hire date. This PTO will be pro-rated to reflect your start date. Unused PTO cannot be paid out or rolled over. Eligible employees start back with 40 hours come January 1st. After an employee has been with us for one year, they are rewarded with one-week paid vacation and five paid holidays: Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day.

## 401k

All full-time employees are eligible for a 401K plan one year after their start date. You will receive paperwork to either accept or decline your eligibility. If accepted, you choose a percentage of your paycheck to go into your 401k account. The Micar Company matches up to 4%.

## Disability and Life Insurance

Short-Term and Long-Term Disability is available to full time employees 60 days after their start date. The weekly deductions are calculated based on your age. Life Insurance is available to full-time employees 60 days after their start date. We have three options through Mutual of Omaha that you can choose from: Employee coverage, Spouse coverage, and/or Child(ren) coverage. The employee selects the benefit amount they wish to sign up for and your weekly deduction is based off that amount and your age.

