

Employee Benefits

Work and Life should fit together

People who do great work deserve great support. Our goal is to help you be the best 'you' that you can be, both inside and outside of work. That isn't just good for you – it's good for the people you love, too.

BENEFITS

- Medical Plan Options – Preferred Provider (PPO); and High Deductible plus Health Savings Account with Company contribution
- Dental Plan Options
- A Vision Plan
- Company Paid Life Insurance/Accidental Death and Dismemberment (AD&D)
- Optional Voluntary Life and AD&D – you, your spouse, and your family
- Voluntary Short-Term Disability
- Company Paid Long-Term Disability – with option to buy up
- Flexible Spending Account/Dependent Care Flexible Spending Account
- Accident Insurance
- Critical Illness
- Hospital Indemnity
- Pet Insurance
- Tool Insurance

PEOPLE & PERKS

- Recognition Program – Celebrate your achievements and milestones
- HOLT University – Expand your skills, develop your talent, and grow your opportunities
- ProTech – Technician training program to help you enhance your skills

WELLNESS

- Wellness Rewards
- Employee Assistance Program
- Gym Discount
- Online Exercise classes
- Tobacco Cessation Program
- Diabetes Program
- Weight Loss Program

FINANCIAL BENEFITS

- 401(k) Dollar for dollar match up to 4% of your contribution
- Profit Sharing Plan, discretionary
- Personal Financial Planning

ADDITIONAL BENEFITS

- Vacation Days – up to 4 weeks based on years of service
- Paid Holidays – 7 days
- Tuition Reimbursement Program – \$5,250 every year
- Child Bonding Leave – 15 Days
- Safety Boots Program, Safety Glasses, and Tool Purchase Program