

TEAM MEMBER EMPLOYMENT BENEFITS

Available first day of employment:

- Drug Free & Tobacco Free Work Place
- Competitive Wages
- Continuous Training
- Uniforms
- Discount on tools purchased from RPC Parts Department
- Employee Assistance Program (EAP) and Will Preparation
- Holidays - Will be considered as time worked when calculating overtime pay**

**Part-time employees who are regularly scheduled to work (20) twenty hours or more per week will be paid a half day for an observed holiday.

New Year's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Day after Thanksgiving

Christmas Eve(when Christmas Eve falls on Monday through Thursday)

Christmas Day

- Ideas for Excellence
- Overtime pay after 40 hours (See Holiday, Sick, Jury, Vacation & Bereavement Policies)
- Premium pay for Sundays when billing customer for repairs
- Shift Premium - for all shifts other than 1st shift (includes Part-Time Employees)
- Eligible for annual wage adjustment based on performance
- Hepatitis "B" Vaccine for all technicians
- Payroll Direct Deposited
- CEFCU - Citizens Equity First Credit Union

Available after 90 day introductory period:

- Sick Pay – pro-rated accrual of sick time following the introductory period based on a 56 hour annual paid sick time allowance. Sick time may not be carried over from one calendar year to the next. Sick time **IS NOT** considered as time worked when calculating overtime pay.**
- Vacation Pay - 40 hours after 90 day introductory period (Not eligible for carry over after 1st year anniversary)
- 401K*: 50 cents match per dollar invested up to 7% (eligible after 90 days at beginning of qtr.)

Years of Service	Amount Vested
1 Year	20% Vested
2 Years	40% Vested
3 Years	60% Vested
4 Years	80% Vested
5 Years	100% Vested

- Bereavement Pay - **WILL NOT** be considered as time worked when calculating overtime pay**
 - Day 1 = 8 hours
 - Day 2 = 8 hours
 - Day 3 = 4 hours

- Boots: 50% off purchase price not to exceed \$100 per calendar year.
- Prescription Safety Glasses: Prescription safety glasses are issued at company expense to those employees whose regular duties require the use of prescription safety glasses. Limit is one pair per calendar year. This benefit is available after completion of the introductory period.
- Employee Referral Program for Various Technician Positions - \$500.00 after 90 days of employment and an additional \$500.00 after 1 year of employment.
- Employee - Company Paid Life Insurance/Accidental Death - \$15,000**
- Tool Loss/Damage Reimbursement Program - up to \$25,000 with \$250 deductible per claim - no cost to employee
- Tool Loans:
 - up to \$750 for employees with less than 6 months
 - up to \$2,000 for employees with more than 6 months
(Minimum weekly payment \$20. Must be repaid within 50 weeks)

Available after 1 Year:

- Tool Allowance* - up to \$500.00 annually (Nov. 1 - Oct. 31) 1st \$250 is reimbursed dollar for dollar. Next \$500 is reimbursed .50 cents on the dollar. *Does not apply to Apprentices
- Tool Repair - up to \$250 per calendar year. 1 repair/calibration per tool per year
- Vacation Pay - Will be considered as time worked when calculating overtime pay**

Time of Service	Vacation Hours
90 Days - 1 Year	40 Hours
1 Year - 7 Years	80 Hours
8 Years - 14 Years	120 Hours
15 + Years	160 Hours

Vacation time not used may be carried over (except the 40 hours after 90 days). Amount of carry over vacation time used during the benefit period (anniversary to anniversary) may not exceed 50% of the employee's current Vacation Time Benefit

- Eligibility for 80 hours Medical Leave Benefit (while on an approved FMLA) annually subject to policy requirements.
- Employee Recognition Awards - eligible after 1 year of continuous employment
- Profit Sharing (eligible on December 31st following 1 year anniversary)

Years of Service	Amount Vested
1 Year	20% Vested
2 Years	40% Vested
3 Years	60% Vested
4 Years	80% Vested
5 Years	100% Vested

Available at Additional Cost to Employee After 89 days of employment:

- Employee, Spouse, Dependent or Family Dental Insurance - 2 plans available**
- Employee, Spouse, Dependent or Family Vision Plan**
- Employee Long Term Disability **
- Employee Short Term Disability**
- Employee, Spouse, Dependent or Family Optional Term Life Insurance**
- Employee, Spouse, Dependent or Family Group Health Insurance (Florida Blue/PPO) - 2 plans available**
- Teladoc services available
- Florida Blue/OptumRx pharmacy services **
- Florida Blue/OptumRx Mail Order/Retail 90 services **
- Critical Illness/Cancer Protection & Accident Protection
- Prepaid Legal Services plan and Identity Theft Protection plan

**Some benefits may not apply to Think Big Students/Part-time employees. Call HR for details.

Ring Power is a smoke and tobacco free workplace.