



Benefits Package for Full-Time Employees

Insurance (After 90 days of employment)

Each of the following are 70% paid by company and 30% paid by employee.

- Medical
- Dental
- Life - Coverage as follows; \$15,000 for Employee, \$5,000 for Spouse, \$1,000 per Child.
- Disability

Holiday Pay (After 30 days of employment)

Each day is 8 hours pay.

- New Year's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day and the day after
- Christmas Day

Vacation Pay

- 1 Week after 1 (one) year of continuous employment
- 2 Weeks after 3 (three) years of continuous employment
- 3 Weeks after 10 (ten) years of continuous employment
- 4 Weeks after 20 (twenty) years of continuous employment

401K

- Eligibility after 1 (one) year of employment. You can sign up in the following quarters: January, April, July & October.
- Tomak will match 30 cents per dollar contributed up to 5% of wages.

Shoes

- Tomak will give you \$25.00 toward the purchase of steel toe safety boots. (Once annually.)

Education (After 90 days of employment)

- Tomak will pay for education that benefits the company or that are related to your job as long as you carry a "C" grade point average and attend class as the school requires.

Eyeglasses (After 90 days of employment)

- After you are eligible for insurance, you will receive a discount of up to 50% off of eyewear. This will be deducted from your paycheck weekly.

Uniforms (After 30 days of employment)

- Tomak will pay 50% of up to 7 uniforms.

Purchasing Tools (After 90 days of employment)

- If you want to purchase tools for your job, Tomak will buy them through our suppliers and deduct weekly from your paycheck. Maximum amount is the equivalent to 40 hours pay. (The balance needs to be paid off in 20 weeks.)

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