

# TCR Benefit Package 2008

All benefits are conditional based on the financial stability of the company

## BENEFIT:

## ELIGIBILITY (after)

### **401K Retirement Plan**

**1 Year of Service**

- Employee may contribute up to 15% of wages pre-tax.  
*(Intrust Bank is the Trustee)*
- Company will match 50% of every dollar the employee contributes up to 4% of the employees wages.

### **Uniforms**

**90 Days—Full Time**

- Company pays 1/2 of the uniform rental fee.
- Employee's responsibility is approximately \$3.00/Wk.

### **Paid Vacation**

**1 Year—Full Time**

- 1 year continuous service from last hire date.....5 days
- 4 years continuous service from last hire date....10 days
- 8 years continuous service from last hire date....15 days

### **Paid Holidays**

**90 Days—Full Time**

- Six (6) paid holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.
- Part-time employees who work an average of 30 hours/ week receive 4 hours pay for these holidays.

### **Health Insurance—BlueCross BlueShield of Kansas**

**90 Days—Full Time**

- The Company pays 75% of employee's premium.
- Employee pays 25% of their premium.
- Employee pays 100% of family member (s) premiums.
- PREMIUMS CHANGE ANNUALLY
- Coverage = Dental, Vision, Rx drugs
- Employees have a \$1,500 deductible.
- If employee meets deductible for employee coverage only, company will reimburse employee \$500.

### **Term Life Insurance**

**90 Days—Full Time**

- Coverage available for employees and their dependants.
- Employee responsible for 25% of their premium and 100% of family member (s) premium.

### **AFLAC Policies**

**90 Days—Full Time**

- Available to employees at 100% cost of premium-Personal Hospital Intensive Care, Disability, Recovery Plus, Accident and Cancer.