



BENEFITS OVERVIEW – FULL-TIME EMPLOYEES

Paid Vacation: *Eligible after 6 months of full-time employment*
At 6 months to 1 year -- 5 days 2nd year -- 5 days
3rd & 4th year -- 10 days 5th through 19th year -- 15 days
20 years+ -- 20 days
(+ Bonus vacation days in January, February, and March)

Paid Holidays: *Eligible immediately*
New Year's Day Labor Day Memorial Day
Independence Day Thanksgiving Day Christmas Day

"Sick" Days: *Eligible after 60 days of full-time employment*
Accumulate at ½ day per month with carryover up to 60 days

Volunteerism Leave: *Eligible after 6 months of full-time employment*
Granted 1 day (8 hours) paid-time off to complete charitable activities during the year.
Provided 8 hours each year of employment and follows same rotation as paid vacation.

Health Insurance: *Eligible on the 1st day of the month following 60 days of full-time employment*
BCBS of ND
Employee pays portion of premium weekly
Single, Single plus Dependent(s), or Family coverage available

Voluntary Dental Insurance: *Eligible on the 1st day of the month following 60 days of full-time employment*
Companion Dental through Noridian
Premium is deducted pre-tax from weekly paycheck
Employee only, Employee+Dependent, or Employee+Family coverage available

Voluntary Vision Insurance: *Eligible on the 1st day of the month following 60 days of full-time employment*
Avesis through Noridian
Premium is deducted pre-tax from weekly paycheck
Employee only, Employee+Dependent, or Employee+Family coverage available

Flexible Benefits (Café) Plan: *Eligible the 1st day of the month following 60 days of full-time employment*
Discovery Benefits tax free medical savings and/or dependent care account

Life Insurance/AD&D: *Eligible the first day of the month following 60 days of full-time employment*
Principal Life Insurance
\$10,000 policy at *no cost* to employee

401K Tax Deferred Retirement Savings Plan: *Generally eligible after 1 year (entry date is the start of the 1st quarter following eligibility)*
Employee contributions (Pre-tax or Roth)
+ Discretionary Company Match up to 50% of 1st 4% of yearly wages

Compensation:

Paid weekly through EFT directly to your checking / savings account(s)

Sales Incentive Bonuses: *Eligible the first of the month following 6 full months of employment*

Discretionary Monthly Bonus (25 to 37-1/2% of weekly pay) if sales goals are met

Miscellaneous Benefits:

- **Aflac policies available** – Include Accident, Short Term Disability, Hospital, Critical Care, and Cancer plans.
- **Employee Discounts:** Up to 25% employee discount on Stenerson Lumber merchandise for employee use (no limit)
- **Employee clothing:** Company will pay ½ of costs for “Stenerson wear”
- **Employee Footwear Allowance:** Company will pay for one-half of a single footwear purchase up to \$100 each year for footwear appropriate to employee’s job duties.
- **Employee use of company trucks:** On occasion employees may use company trucks per Yard Manager approval
- **Employee Training:** Employees who take part in training and will be compensated for time, and if necessary, be reimbursed for out of pocket expenses

Employee Discounts:

- **Verizon Wireless** -- Data Plan Discount of up to 18%
- **Karl’s** – Up to 25% discount off list prices on clothing, footwear and gloves.
- **Anytime Fitness** – Membership discounts and other specials at Fargo/Moorhead/Dilworth locations as well as Detroit Lakes and Fergus Falls.
- **Profile by Sanford** -- \$300 membership for \$150 and 20% off their products.

This is a brief outline of our Benefits please consult the Stenerson Lumber Employee Handbook for specific information and eligibility requirements.