



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 Memorial Day Independence Day
Labor 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 the 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 / premium is deducted pre-tax
Single, Single plus Dependent(s), or Family coverage available through Home Builders Trust plan.

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

Flexible Benefits Plan (FSA): *Eligible the 1st day of the month following 60 days of full-time employment*
Alerus Benefits tax free medical 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 available)
+ Discretionary Company Match up to 50% of 1st 4% of yearly wages

Compensation:

Paid weekly on Fridays 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, Cancer, and Voluntary Life plans. May also rollover existing plans and have them deducted from payroll.
- ***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 Training:*** Employees who take part in training and will be compensated for time, and if necessary, be reimbursed for out-of-pocket expenses.

Discounts Available for Stenerson Lumber Employees:

(May have to show proof of employment, ie. paystub at time of purchase.)

- ***Regency Hotels*** -- STAR Business Program members. Receive a 15% discount on best available rates at their hotels which includes Arrowwood in Alexandria and Arrowwood Lodge in Baxter.
- ***Red Wing Boots*** - Fargo store only, receive 10% off at purchase.
- ***Karl's*** – 15% discount off list prices on work clothes and boots.
- ***Anytime Fitness – Detroit Lakes location*** gives our employees ½ off Security Card activation, no enrollment fee, and one free month!
- ***Profile by Sanford*** -- Try for 4 weeks for \$49.00. \$100 off if you join (½ off Success Kit)

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