

# Benefits of Joining McGard's Team!

## Health, Dental & Vision Insurance

Full time employees are eligible the first of the month following 30 days of employment, to participate in the company's health, dental, and/or vision insurance programs. Employees share in the cost of their chosen insurance programs and the premiums are deducted on a "pretax" basis. Therefore, those insurance payments are deducted from their pay before individual tax deductions are calculated.

## Group Term Life Insurance

The company provides for full time employees and at no cost to the employee. One and one- half times your annual base salary up to \$100k. The employee can purchase additional coverage.

## Attendance Bonus

Any qualified employee who fulfills a defined monthly work schedule without incurring any absenteeism or tardiness shall be paid a bonus equal to 4% of their gross earnings.

## Retirement Plan, 401(k)

McGard pays you to save for your retirement by offering the best 401(k) plan available. Open enrollment is quarterly: January, April, July and October of each year. Employees are eligible to participate at the next quarterly open enrollment date after completing six months of employment. Employees elect a percentage of their salary to be contributed towards their plan. Company match is based on the first 5% of employee contributions. McGard will make an additional annual year-end lump sum contribution to the employee in December, according to the schedule in the employee's handbook.

## Profit Sharing

Newly hired full-time employees are immediately qualified to participate in the current discretionary profit-sharing plan. Presently, profit-sharing checks, where applicable, are distributed four times a year.

## Additional Benefits

Bereavement Leave

Company Events

Company Flex Dollars

Computer Classes

Dependent Care Spending Account

Direct Deposit (Mobile App)

Educational Assistance Program

Employee Assistance Program

Employee Referral Bonus

Family and Medical Leave

Guardian Specified Disease Insurance

Health Care Spending Account

Holidays – 10 paid days

Jury Duty

Life Insurance (self, spouse or child)

Long Term Disability

NYS Disability

NYS Paid Family Leave

Personal Days

Social Security Match

Supplemental Short-Term Disability

Thanksgiving Turkey

Vacation

Worker's Compensation