

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.

Alternate Schedules

Employees may have the option of working alternative schedules, depending on the area or department they are working in. These may include 4 10-hour days or a 9/80 schedule.

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 & 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 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