

**Benefits of working for the leading HVAC provider in America**

▪ **Vacation**



2 weeks after 1 year  
3 weeks after 5 years

▪ **Medical**



**\$11.54 or \$34.62** employee only, **\$86.54 or \$198.00** employee + family – depending on plan that is chosen *weekly* (other coverages available) *Effective the first of the month following your hire date.*

▪ **Vision**

**\$2.00**-employee only, **\$5.06**-employee+family *weekly*  
*Effective the first of the month following your hire date.*

▪ **Dental Insurance**



**\$4.86**-employee only, **\$21.05**-employee+family *weekly*.  
*Effective the first of the month following your hire date.*

▪ **Short Term Disability**

Effective first of the month following 1 year of employment.

▪ **AD&D Insurance**

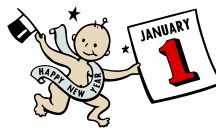
Effective first of the month following your hire date.  
Equal to 1x annual base pay.

▪ **Basic Life Insurance**

Effective first of the month following your hire date.  
Equal to 1x annual base pay.

▪ **(6) Paid Holidays**

New Years Day, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day, Christmas Day – After 30 days of employment



▪ **401K**



Enrollment the first of the month following your date of hire.  
Company matches upon enrollment.  
Company match is 50% of employee contribution up to 5% upon enrollment.

▪ **Direct Deposit**



Weekly in either a checking or saving account or both.