








COMFORT SYSTEMS USA

Southwest

Benefits of working for the leading HVAC provider in America

Vacation		2 weeks after 1 year 3 weeks after 5 years
Sick		Sick pay after 30 days employment
Medical (Three Plans)		\$2.31 to \$36.47 employee only, \$53.31 or \$193.93 employee + family – depending on plan that is chosen <i>weekly</i> (other coverages available) <i>Effective the first of the month following your hire date.</i>
Vision		\$2.00-employee only, \$5.06-employee+family <i>weekly</i> <i>Effective the first of the month following your hire date.</i>
Dental Insurance (Plans)		\$3.26-employee only, \$22.44-employee+family <i>weekly</i> . (Two <i>Effective the first of the month following your hire date.</i>
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 th 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.