



SPECIALTY PRODUCTS COMPANY

FULL-TIME EMPLOYEE (*) BENEFITS

1/2022 - 12/2022

- VACATION**
 - 2 WEEKS - 0 - 4 YEARS OF EMPLOYMENT – ACCRUED PER PAY PERIOD WORKED (ONCE ELIGIBLE)
 - 3 WEEKS - 5 YEARS AND ABOVE OF EMPLOYMENT - ACCRUED PER PAY PERIOD WORKED
- HOLIDAYS** REGULAR AND COMPANY ELECTIVE – BASED ON DAYS/HOURS SCHEDULED TO WORK
Up to 8 DAYS - 8 PAID HOLIDAYS designated in '22
- EPTO (Employee Paid Time Off)** - eligible from date of hire to comply with Colorado Sick Leave (SB20-205)
Up to 10 DAYS - YEARLY BASIS DETERMINATION, 80 HOURS ELECTIVE FOR 2022 (PRO-RATED FOR NEW HIRE).
- HEALTH INSURANCE** CIGNA Open Access - \$3000 single deductible.
COMPANY PAYS 100% OF PREMIUM FOR EMPLOYEE ONLY COVERAGE. EMPLOYEE PAYS ANY ADDITIONAL PREMIUM FOR SURCHARGES (I.E. \$50 SMOKER AND \$50 NON-COVID VACCINATED PER PAY PERIOD) AND/OR TO ADD DEPENDENTS.
- LIFE INSURANCE** - \$20,000* SUN LIFE INSURANCE - 100 % COMPANY PAID; (*REDUCES @ AGE 65/70)
ADDITIONAL EMPLOYEE PAID COVERAGE AVAILABLE.
EMPLOYEE IS RESPONSIBLE FOR MAINTAINING BENEFICIARY DESIGNATION
- AD&D INSURANCE** - \$20,000* SUN LIFE INSURANCE - 100 % COMPANY PAID (*REDUCES @ AGE 65/70)
ADDITIONAL EMPLOYEE PAID COVERAGE AVAILABLE.
- LONG TERM DISABILITY INSURANCE** - Gross-up premium is 100 % COMPANY PAID
SUN LIFE INSURANCE, COVERS 60% OF GROSS EARNINGS AFTER 90 DAY WAITING PERIOD; GROSS-UP AUTOMATICALLY INCLUDED.
- SHORT TERM DISABILITY INSURANCE** – EMPLOYEE PAID
SUN LIFE INSURANCE, COVERS 60% OF GROSS EARNINGS AFTER 14 DAY WAITING PERIOD, UP TO 90 DAYS OF INJURY/ILLNESS
- VISION PLAN** – EMPLOYEE PAID, voluntary plan available with United HealthCare
- DENTAL PLAN** – EMPLOYEE PAID, voluntary plan available with United HealthCare
- 401 (k) PROFIT SHARING-** EMPOWER, DENVER COLORADO
ENTRY DATES: **401(k): Eligibility** –1st of the month following 30 days of employment – 2% automatic enrollment unless alternative employee election is made by first full payroll.
EMPLOYER PROFIT SHARING CONTRIBUTION: JAN 1, APRIL 1, JULY 1, & OCT. 1
(after 1 year of employment in the plan year and employee meets other eligibility requirements)
CONTRIBUTIONS: **PROFIT SHARING:** CONTRIBUTIONS MADE BY SPC ANNUALLY FROM COMPANY PROFITS, AS APPLICABLE
401(k): EMPLOYEE CONTRIBUTIONS TO THE PLAN ONLY
VESTING: **PROFIT SHARING:** 100% AFTER 5 YEARS IN PLAN (6 YEARS OF EMPLOYMENT).
(0% / 20% / 40% / 60% / 80% / 100%)
401(k): 100% VESTING IMMEDIATELY
PARTICIPANTS HAVE CHOICE OF INVESTMENT ELECTIONS, TELEPHONE & INTERNET ACCESS FOR ACCOUNT INQUIRIES, AND QUARTERLY PARTICIPATION STATEMENTS. EMPLOYEE MUST MAINTAIN BENEFICIARY DESIGNATION WITH EMPOWER THROUGH WEBSITE OR BY PHONE.
- TUITION REIMBURSEMENT PROGRAM OFFERED**
- RACQUETBALL COURT ACCESS and GYM EQUIPMENT– Specialty Place facility**
- PLENTY OF PERKS:** WE OFFER SO MANY BENEFITS AND PERKS, WE NEEDED TO ADD A SECOND PAGE!!

(*) Unless Plan Document or this document states other, the waiting period for benefits is: effective the 1st of the month following 30 days of full-time employment. COVID restrictions and practices may limit access to certain benefits at this time.