



SPECIALTY PRODUCTS COMPANY

FULL-TIME EMPLOYEE (*) BENEFITS

1/2024 - 12/2024

- 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 '24
- EPTO** (Employee Paid Time Off) - eligible from date of hire
Up to 10 DAYS - YEARLY BASIS DETERMINATION, 80 HOURS ELECTIVE FOR 2024 (PRO-RATED FOR NEW HIRE).
EPTO is available for paid and flexible time off in compliance with Colorado Sick Leave (SB20-205).
- HEALTH INSURANCE** CIGNA Local Plus Network - \$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* PRINCIPAL 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* PRINCIPAL INSURANCE - 100 % COMPANY PAID (*REDUCES @ AGE 65/70)
ADDITIONAL EMPLOYEE PAID COVERAGE AVAILABLE.
- FAMLI** - Starting in 2024, paid family and medical leave benefits are available to Colorado employees who have a qualifying condition and who earned \$2,500 over the previous year for work performed in Colorado. Private Plan elected with PRINCIPAL INSURANCE.
- LONG TERM DISABILITY INSURANCE** - Gross-up premium is 100 % COMPANY PAID
PRINCIPAL INSURANCE COVERS 60% OF GROSS EARNINGS FOR APPROVED CLAIMS AFTER 90 DAY WAITING PERIOD
- VISION PLAN** – EMPLOYEE PAID, voluntary plan available with CIGNA
- DENTAL PLAN** – EMPLOYEE PAID, voluntary plan available with CIGNA
- 401 (k) PROFIT SHARING-** EMPOWER, DENVER COLORADO (IF AGE 21+, W/ HOURS REQ'D.)
ENTRY DATES: **401(k): Eligibility –1st of the month following 30 days of employment – 2% automatic enrollment (pre-taxed) 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:** PRE-TAXED CONTRIBUTIONS MADE BY SPC ANNUALLY FROM COMPANY PROFITS, AS APPLICABLE
401(K): EMPLOYEE CONTRIBUTIONS TO THE PLAN ONLY (ROTH AND/OR PRE-TAXED)
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. Pre-existing or waiting periods are outlined in Plan documents. 2024 FAMLI premium/tax will be shared by employer and employee. COVID restrictions and practices may limit access to certain benefits at this time.



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.....and plenty of perks, including:

- Being part of a SPeCial team at a Colorado business with longevity and success since 1971**
- We are a company with strong shared core values ~**
 - *Ethical treatment of all employees and trade partners**
 - *Practice Expense Control**
 - *Commitment to safety**
 - *Commitment to quality**
 - *Commitment to continuous improvement**
 - *Commitment to open communication and mutual respect for all employees**
 - *PASSION TO MAKE IT HAPPEN**
- Discounts on SPC products and complimentary installation by our technicians**
- Complimentary alignment of your vehicles @ our Specialty Place shop**
- Chrysler Affiliated Rewards program participation for new vehicle discounts**
- Frequently scheduled company paid activities and/or company paid meals**
- Milestone Anniversary recognition and bonus program**
- Discretionary bonus programs (if eligible, pro-rated for new hires)**
- Annual performance review program includes review of pay rate**
- Thank you card program, includes opportunity to win gift cards each quarter**
- Safety card program, includes opportunity to win gift cards each quarter**
- Employee input requested for company charitable contributions**
- Employees may have a chance to win a company paid trip and day at SEMA**
- Annual one-on-ones held with every employee and executive management**
- Quarterly all-employee meetings as part of our continuous communication effort**
- On-going opportunities for training and development**
- If allowable by COSTCO, the Company COSTCO membership card may be used/borrowed by employees**
- Discounts may be offered at O'Reilly – identify yourself as a SPC employee**
- Discounts may be available to you through SKETCHERS Direct Corporate Shoe Program**
- Open door communication practice**
- Access to Notary (services) – contact the accounting manager**
- Opportunity to participate in company committees such as Safety, Events, etc.**

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