

## ***Employee Benefits***

BCI Burke Company, LLC offers a competitive salary and benefits program. The following is a partial listing of the benefits that are provided to the office and factory employees.

### **Medical, Dental, Prescription Drug and Vision Insurance**

Full time employees and dependents are eligible for the medical, dental, prescription drug and vision insurance coverages first of the month following 30 consecutive calendar days of active employment from date of hire.

### **Life, Accidental Death and Dismemberment Insurance**

Full time employees are eligible for life, accidental death and dismemberment insurance first of the month following 30 consecutive calendar days of active employment from date of hire at no cost to the employee.

### **Dependent Life Insurance**

Dependents of full time employees are eligible for dependent life insurance on the first of the month following 30 consecutive calendar days of active employment of the employee at no cost to the employee.

### **Short Term and Long Term Disability Insurance**

Full time employees are eligible first of the month following 30 consecutive days of active employment from date of hire at no cost to the employee.

### **401(k)**

Employees are automatically enrolled upon completion of 30 calendar days of employment. Our plan offers an employer match.

### **Educational Assistance Program**

Employees may receive up to \$2,000 for education assistance and other approved expenses (lab fees, textbooks, etc.) based on a grade of "B" or better. BCI Burke supports continuing education and offers other training opportunities.

### **Holidays and Vacation Days**

BCI Burke offers employees competitive and generous vacation time as well as paid holidays and personal time.

### **Employee Relations Activities and Events**

BCI Burke offers employees events throughout the year such as on-site lunches and recognition dinner.

### **Employee Referral Program**

BCI Burke Company, LLC values and encourages candidate referrals from employees. A bonus of \$200 is paid for a successful hire referred by an employee.

### **Health Risk Assessments & Flu Vaccinations**

The Company offers regular annual on-site health risk assessments and flu vaccinations to all employees which includes height, weight, waist measurement, blood pressure and lab tests to include Lipid Panel & Glucose Test.