



**2019 – 2020
BENEFIT SUMMARY**

HOURS OF OPERATION

Monday – Friday
8:00 a.m. to 5:00 p.m.

VACATION:

Vacation time earned is based on seniority. Eligible employees will begin accruing vacation time on the first day of the month following 90 days of employment.

Eligibility through 12 months	=	4 hours per month
13 months through 24 months	=	6 hours per month
25 months through 96 months	=	8 hours per month
Over 96 months	=	10 hours per month

SICK:

Employees are eligible for sick leave the first day of the month after six months of employment.

6 through 18 months	=	2 hours per month
18 Months & above	=	4 hours per month

HOLIDAYS:

Antenna Products recognizes the following holidays:

- New Years Day
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Christmas Day
- Floating

On the first day of the month following completion of 60 days full time employment, employees will be eligible for company paid health insurance, Gap insurance and elective dental insurance (through payroll deduction).

On the first day of the month following completion of 90 days full time employment employees will be eligible for company paid life insurance.

The following is a summary of the costs of benefits:

HEALTH / GAP INSURANCE

Carrier: Blue Cross Blue Shield of Texas / Monitor Life Insurance

	<u>Premiums</u>	<u>Employee Cost</u>	<u>Bi-Weekly Payroll Deduction</u>
Employee	\$ 682.27	\$ 0	\$ 0
Employee/child(ren)	\$ 1,261.62	\$ 579.35	\$ 267.40
Employee/spouse	\$ 1,495.53	\$ 813.26	\$ 375.35
Employee/family	\$ 2,167.70	\$1,485.43	\$ 685.63

DENTAL INSURANCE**Carrier: BlueCare Dental**

	<u>Premiums</u>	<u>Bi-Weekly Payroll Deduction</u>
Employee	\$ 34.63	\$ 15.99
Employee/child(ren)	\$ 69.25	\$ 31.97
Employee/spouse	\$ 84.87	\$ 39.17
Employee/family	\$ 131.07	\$ 60.50

LIFE & ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**Carrier: Dearborn Life Insurance Company**

This is an employer paid benefit and is calculated at one (1) times the annual salary rounded up to the nearest thousandth dollar.

401(k) RETIREMENT SAVINGS PLAN**Carrier: Principal Financial Group**

After one year of employment and 1,000 hours, employees are provided the opportunity to participate in the retirement plan. Employees may contribute between 2% and 100% or the maximum dollar amount in accordance with limitations set by the Internal Revenue Service.

Antenna Products Corporation also offers:

Direct Deposit
Credit Union