

MAR-MAC Industries, Inc. Employee Benefits Package



Nothing on this benefits document creates a contract. Consistent with South Carolina law, all employees are employed "at will," which means that the employee has the right to terminate their employment at any time, with or without notice or cause, and that MAR-MAC Industries, Inc. retains the same right. Exceptions to the policy that all employees are employed "at will" may be made only by written agreement signed by the CEO of MAR-MAC Industries, Inc.

PAID VACATION

You can start earning vacation time after your first month of employment for a max total of 2 1/2 days your first year (depending on hire date) and more vacation hours increasing annually upon years of service.



NINE PAID HOLIDAYS



401k SAVINGS

Retirement/savings plan where you can save on a pre-tax basis through payroll deduction. We match 3% dollar per dollar, and 50% the next 2%. Eligible after 6 months on payroll.



FITNESS CENTER

We have an agreement with several fitness centers for a reduced rate; we pay up to 65% of the cost. You join through payroll deduction.

UNIFORMS & GEAR

We pay 75% of the uniform cost for employees, pay up to \$160 per calendar year on safety shoes and prescription safety glasses, and cover required PPE.

EDUCATION ASSISTANCE

Depending on HR and management's discretion, we may pay for job related courses. Eligible after 60 days on payroll.



JURY DUTY

You get supplemental pay when required to serve on jury duty. Eligible after 60 days on payroll.



MEDICAL BENEFITS

INSURANCE

HEALTH, DENTAL, VISION, LIFE
We offer several levels of insurance for employees and their families with a basic and enhanced plan and a choice of two networks: Reference Based Pricing and Cigna PPO. We also pay a large portion of this plan while you pay through payroll deduction.

SHORT & LONG TERM DISABILITY
We pay the full cost for both benefits. Both eligible after 60 days on payroll.

ON-SITE MEDICAL VISITS

From a doctor and nurses who come to MAR-MAC once a month for any medical needs. You will not have to clock out and leave the office! Ask HR to schedule an appointment.

& MUCH MORE!

On-site flu shots, flexible savings account, supplemental benefits, maternity leave, an employee assistance program, a patient advocacy program, bereavement pay, etc.

CHAPLAINS

We contract with MarketPlace Chaplains to provide 24-hour, 7 day a week service to you and immediate family members. Service is completely confidential, eligible day one.

