



# Employee Benefits

Type of Benefit	Amount Paid by ANRA	Amount Paid by Employees	Eligibility	Description of Benefit
Holidays	100%		Immediate	14 per year: Employee birthday, New Year's Day, MLK Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve and Christmas Day
Vacation	100%		May be taken upon completion of 60 day probation period	Leave begins accruing on the date of hire at the following rates: 0-9 years of employment - 10 days per year 10-19 years of employment - 15 days per year 20+ years of employment - 20 days per year
Sick Leave	100%		May be taken upon completion of 60 day probation period	Leave begins accruing on the date of hire at the following rate: 4 hours per month – 30 days maximum accrual
Emergency Funeral Leave	100%		Immediate	Up to 3 days per death of immediate family member
Military Leave	100%		Immediate	Up to 15 days per year for members of the National Guard or member of Reserve Components of Armed Forces to attend annual training
Jury Duty	100%		Immediate	Full salary while on duty
Group Health Insurance	100% of base plan for employee	Upgrades/Optional Dependent coverage	After 60 day probation	Blue Cross Blue Shield. Prescription coverage included. Premiums for upgraded plan and/or dependent coverage are deducted pretax
Life and AD&D Insurance	100%		After 90 days from hire	Group Term Life \$30,000, AD&D \$30,000
Group Vision Insurance		100%	After 60 day probation	Standard Insurance - premiums are payroll deducted pretax
Group Dental Insurance		100%	After 60 day probation	Standard Insurance - premiums are payroll deducted pretax
Group Accident and Cancer		100%	After 60 day probation	Aflac Supplemental Insurance - premiums are payroll deducted pretax
Retirement Program	5%		Upon completion of 1 year	Automatically enrolled as member of ANRA's Profit Sharing Plan
Social Security and Medicare	2019 Rate: 7.65% of wages	2019 Rate: 7.65% of wages	Immediate	This Contribution is recorded to your individual account. Contact the Social Security Administration for information regarding benefits eligibility and other requirements
Deferred Compensation (457) Plans: ICMA		100%	Immediate, Optional	Employee may participate in a Deferred Compensation Plan. Available by payroll deduction only
Field Operations Uniform Program	50%	50%	Immediate	Half of uniform costs are paid by ANRA with employee contribution by payroll deduction. Available to Field staff only
Employee Apparel Program	\$100	Amount over \$100	Immediate	ANRA provides first \$100 per calendar year for company apparel with employee contribution paid by payroll deduction. Available to all staff