As a new employee for Benton Utilities, these are some of the benefits provided for you:

12 paid Holidays per year

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day (July 4)
- Labor Day
- Veteran's Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Employee Birthday

10 paid Vacation days, 2 month – 2nd year
15 paid Vacation days, 3rd – 10th year
20 paid Vacation days starting 11th year
(Can carry over 120 hours)

12 sick days per year, maximum of 60 days
(Available for use after 60 days)

<u>100% paid employee health insurance</u> (dental and vision included)
(Individual Health – Employee cost $0.00, Employer Cost $7,344.12/yr.)
(Family Health – Employee cost $320.82/month, Employer Cost $11,597.52/yr.)

<u>100% paid employee and family life insurance</u>
Employee $10,000 Life & $10,000 AD&D thru Mutual of Omaha
Spouse $5,000 Life thru Mutual of Omaha with family health
Children $2,000 Life (after age 6 months) thru Mutual of Omaha with family health

Retirement Plan: Defined Compensation
Employee Contribution: Mandatory 2%, can contribute up to 10%
Employer Contribution: 5% and will contribute up to 10% depending on employee contributions
Partial vesting at 5 years, full vesting at 10 years

Employee Assistance Program – provides you and your family with professional assistance for the challenges of everyday living

Medical Flexible Spending account available

Uniforms provided