



Benefits Summary

The following is a brief summary of the benefits offered to employees of Fisher Roofing. Please see human resources for more detailed information. This information is for summary purposes only and does not modify company or carrier policies.

Paid Time Off

For the first year of employment, full-time employees are front-loaded with 40 hours of PTO, which can be used after 90 days of employment.

Beginning in the second year of employment, employees accrue 3.08 hours of PTO each pay period (80 hours per year).

Part-time and temporary employees accrue 1 hour of PTO for every 30 hours worked.

Holidays

After 90 days of employment, full-time employees are eligible for the following paid holidays.

- New Year's Day (January 1)
- Independence Day (July 4)
- Thanksgiving Day (fourth Thursday in November)
- Personal holiday of your choice, scheduled with management approval
- Memorial Day (last Monday in May)
- Labor Day (first Monday in September)
- Christmas Day (December 25)

Retirement Saving

After the first year of employment, full-time employees are eligible to participate in a voluntary 401(k) retirement plan.

Fisher Roofing matches 50% of your contribution, up to a maximum of 2% of your pay. The company match is subject to a vesting schedule.

Profit Sharing

Should the company meet or exceed its annual revenue and profitability goals, Fisher Roofing provides profit sharing to its employees, by way of a company 401(k) contribution. This profit sharing is based on a weighted allocation calculated based on your annual earnings.

Safety Bonus Program

- Subject to the eligibility requirements, all employees may earn an annual safety bonus equal to 40 hours of pay (pro-rated for employees with less than one year of service).

Health Benefits

After 90 days of employment, full-time employees are eligible to participate in the following insurance programs.

- **Medical**
Fisher Roofing offers employees a choice of two medical plans. The company pays 50% of the base plan premiums during the first year of employment and 90% of the base plan premiums after the first year. Employees may choose to buy-up to the Choice plan at their own cost. Fisher Roofing also offers the option to cover your dependents, at your own cost for the first 5 years. After 5 years, Fisher Roofing covers 90% of the base plan cost of dependent coverage.
- **Dental**
Employees have the option to enroll in dental insurance. Fisher Roofing pays 50% of the dental premiums during the first year of employment and 90% of the dental premiums after the first year. Fisher Roofing also offers the option to cover your dependents, at your own cost for the first 5 years. After 5 years, Fisher Roofing covers 90% of the cost of dependent coverage.
- **Life, AD&D**
Fisher Roofing provides a \$15,000 life insurance policy for all full-time employees. This includes enhanced accidental death and dismemberment (AD&D) coverage. There is no cost to the employee for this coverage.

Supplemental Insurance

Employees may elect to purchase supplemental insurance products through Colonial Life Insurance and have the cost of these policies payroll deducted.