

TUBE SPECIALTIES, INC.

EMPLOYEE BENEFITS

INSURANCE

The following Insurance is paid for employee, covered by employer – other family members paid for by employee:

Medical Insurance

Life Insurance - \$20,000.00

The following insurance is paid for by employee:

Dental Insurance

Vision Insurance

Pet Insurance

AFLAC

Short & Long Term Disability Insurance

Pre-paid Legal

Medical – Banner Aetna

We offer 5 medical plan options, two of which are no cost to our employees:

1. AETNTL-JV MC OA BH 1000/80%
2. AETNTL-HDHP MC 5000/80% - This plan has a higher deductible however the company contributes \$235.14 each month to your health savings account (HSA).

State Paid Sick Time (SPST)

At the beginning of 2023, employee receives 40 hours of SPST. If at the end of the year, an employee has unused hours remaining, company pays this out to you the first week of the new year.

401K

After 12 months of employment employee is eligible for our 401K Plan

VACATION

After one year – employee will receive one week paid vacation

After two years – employee will receive two weeks paid vacation

PAID HOLIDAYS

New Years Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Two Floating Holidays – Company's choice