

# EMPLOYEE BENEFITS



We are committed to working with you to develop a compensation and benefits package that meets your needs. Benefits for full-time employees may include:

## HEALTHCARE BENEFITS

– We offer excellent medical and dental coverage, including options to participate in our Health Savings Account (HSA) and Flexible Spending Account (FSA) plans, which can reduce your costs for health and childcare services.

## INCOME PROTECTION

We have short-term and long-term disability plans for fulltime employees to help protect your income during times of illness.

## RETIREMENT SAVINGS

– A.J. Boggs has a Simple IRA program with a company match dollar for dollar (up to 3% of your income) on your contributions with eligibility after just one month of service.

## WORK & PERSONAL LIFE BALANCE

Earn two to four weeks of vacation per year, depending upon your compensation plan. Additional paid time off includes 8 holidays, 1 floating holiday (you pick—want your birthday off?), and 5 personal days per year. To help balance your career with the rest of your life, flexible work schedules can be arranged.

## COMMUNITY INVOLVEMENT SUPPORT

We encourage our staff to be involved in meaningful ways in their local communities by offering additional paid time off for preapproved volunteer activities for up to 48 hours per year.

## MATCHING CHARITABLE GIFTS

Double your monetary charitable contributions with a 100% match from A.J. Boggs (up to \$250 annually).

## EXPENSE REIMBURSEMENTS

We reimburse 50% of your costs for Internet access to your home. You may also be reimbursed for prior-approved business expenses, such as mileage, cell phone, books, professional subscriptions, and dues for professional organizations.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

An independent service is available to you to provide legal, health, and personal consultations when you need extra support.

## COMPENSATION

– We offer attractive compensation packages that can reward performance with innovative compensation structures.