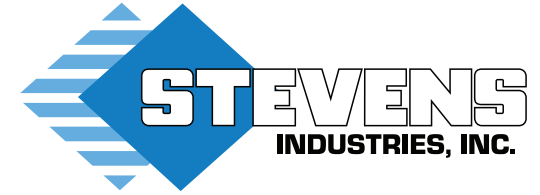


You Are Valued As Our Employee,
We Encourage You To Take Advantage
Of All Your Entitled Benefits.

*Excellence is
always our goal!*



EXTRA ACTIVITIES

Annual Party: Great time for employees and an adult guest to gather together for an evening of entertainment.

Job Well Done Recognition: Gift certificates for meals when someone has went the extra mile.

Dinners: Cookouts and catered meals are often held for employee appreciation, holidays or fund drives.

Years of Service Awards: Receive awards or gifts as your years with the company build.

Employee Contests: Seasonal contests such as Halloween Costume Contest and NFL Football Pool with the chance to win gift cards or other prizes.

Popcorn Pay Day: Stop by the Employee Center for free all-you-can-eat popcorn each pay day!

At Stevens We Consider
Everyone As Family.

We Encourage A Sense
Of Ownership And Want
You To Grow With Us.

Visit us at: www.StevensInd.com

Follow us:    

WELCOME TO OUR TEAM!

Overview Of Employee Benefits



RETIREMENT PLANS

ESOP – Employee Stock Ownership Plan

Receive up to 10% of your annual income in ESOP.
Company match through employee stock shares of 200% for first 3% contributed to your 401(k).

401(k) Retirement Plan

Contribute up to \$18,000 annually through pre-tax payroll deduction.
Age 50+ can contribute additional \$6,000 in catch up contributions.
Rollovers outside funds immediately.

Roth IRA

Pay taxes on contributions now and no taxes when the money is withdrawn at retirement age.



HEALTHCARE

Medical Coverage

- Two plans available (Traditional or H.S.A.)
- Free Employee-only H.S.A. plan
- Preventative wellness services paid at 100%
- Centers of Excellence – Savings on surgical procedures

Dental Coverage

- Two plans available
- Preventative services paid at 100%

Life Insurance

- Basic Life: Free \$15,000 policy for coverage of Life, Accidental Death & Dismemberment
- Voluntary Term Life: Guaranteed Issue amount up to \$250,000 (option to purchase additional coverage)

INCOME & INCENTIVES

Wages: Reviews at 30 days & 4 months. Reviews annually in the Spring with performance increase. Earn an additional 10% shift premium for selected shifts.

Bonus Incentive: Compensation plan for eligible associates based on company profitability for the previous year.



WELLNESS BENEFITS

Stevens Health Clinic

- Convenient on-site clinic with appointments available once per week.
- Cost is \$10 on insurance plan; \$20 not on insurance plan

Health & Wellness Fair

- Free wellness screenings
- Opportunity to qualify for wellness incentives
- Receive discounted medical plan premiums for participation screenings

Virtual Care with HSHS - AnytimeCare.com

- Receive medical care 24/7 through your phone, tablet or computer
- No insurance necessary - cost is only \$29



FLEXIBLE BENEFIT PLANS

Health Savings Account (H.S.A.)

\$520 company contribution annually into an H.S.A account for qualified participants.

Associates also have the option to make additional contributions to the account on a pre-tax basis.

Flexible Spending Accounts (FSA)

Associates have the option to contribute to a medical or dependent care flexible spending account on a pre-tax basis for use toward health, dental & vision or child care expenses.

ADDITIONAL BENEFITS

Tuition Assistance: Full-time associates seeking to further their skills receive reimbursement for tuition costs. 50% of tuition cost is paid at beginning of the course, and remaining 50% paid at the conclusion. (Covers most courses related to your current position, or for work-related degrees to advance with the company.)

Safety Rewards & Reimbursements: Reimburse up to \$100 annually towards the purchase of Safety shoes, and up to \$50 annually towards prescription safety glasses.



TIME OFF BENEFITS

Paid Time Off (PTO)

Earn time based on seniority. Associates earn up to 2 weeks in first year. 280 hours can carry over into new year. Time earned annually as follows:

Year 1-2 up to 10 days	Year 12 18 days
Year 3-9 up to 15 days	Year 13 19 days
Year 10 16 days	Year 14+ 20 days
Year 11 17 days	

Paid Holidays

New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve & Christmas Day.

Funeral Leave

Up to 5 days of bereavement leave with pay.

Jury Duty Pay

Eligible for up to 30 non-consecutive days or two weeks consecutive days (less any reimbursement from courts).

Disability Pay

Short Term (STD): Eligible for 4 up to 24 weeks of pay at 2/3rds of base salary.

Long Term (LTD): Up to 2/3rds of base pay after being disabled for six months.

Unpaid Leave

Family Medical Leave (FMLA): Eligible for up to 12 weeks or unpaid leave annually. Leave may be taken to care for a new child, seriously ill spouse, child or parent, or for the associate's own serious health problem. May be required to use PTO and STD pay in conjunction with FMLA leave.

Victims Economic Safety and Security Act (VESSA): Eligible for up to 12 weeks of leave to care for themselves or a family member, who is the victim of domestic or sexual violence.

Discounted Fitness Club Membership: Eligible for reimbursement of up to \$240 annually for fitness club of choice.

Weight Watchers Membership Reimbursement: Eligible for reimbursement of up to \$200 annually for attending meetings.

Discounted Cell Phone Program: Eligible for an 8% discount on cell phone bill through Verizon.

4 Day Work Week: Enjoy a 4 day work week to guarantee weekends & more time with those you love. (Production only)