



The “Benefits” of Working at Hancock Lumber

COMPANY BENEFITS OVERVIEW. FOR DETAILED POLICIES, BENEFITS AND LOGIN INFORMATION, GO ONLINE TO: INSIDE.HANCOCKLUMBER.COM

INSURANCE



HEALTH INSURANCE: Hancock offers three attractive plans through Harvard Pilgrim. All full time employees are eligible on the first day of the month following 30 days of employment. Depending on the plan chosen, the company contributes between 60% and 70% of the premium. Excellent perks with your coverage include gym membership reimbursement, discounted eye wear, access to medical claims advocate & more.

(Annual open enrollment is in April).

DENTAL INSURANCE: Voluntary insurance is offered through Northeast Delta to all full time employees. This plan covers routine dental care, along with basic and major services.

(Annual open enrollment is in December).

LIFE INSURANCE: All full time employees receive a basic life insurance entitlement equaling one year of annual gross pay, paid in full by Hancock Lumber.

SHORT TERM DISABILITY INSURANCE: Offered upon being hired through Sun Life Insurance, this benefit is designed to pay a weekly benefit to you in the event you cannot work because of a non-occupational illness or injury. Standard up to 26-week policy for personal injury, illness or life events such as maternity leave. Hancock pays 50% of the premium.

OPTIONAL INSURANCE: Employees have access to purchase voluntary benefits such as additional life, accidental or critical illness insurance for themselves and/or family members.

(Annual open enrollment is in July).

PRE-TAX SAVINGS



401K PLAN: Following 12 months of employment, all employees are auto-enrolled for a pre-tax 401k or post tax Roth retirement plan and manages his/her own account by making investment choices through Great West Financial. Hancock provides access to investment advisors at no charge through Northeast Planning. Hancock makes a discretionary match against employee contribution based on profitability. Employees and the company have invested over \$16,000,000 in the plan to date!

FLEXIBLE SPENDING ACCOUNTS: Full time employees are eligible to participate in the pre-tax flexible spending accounts for medical and dependent care expenses.

(Annual open enrollment is in April).

INSURANCE: Take advantage of additional pre-tax savings by enrolling in our insurance plans.

PAID TIME OFF



VACATION: Full time employees are eligible for vacation time following company policy. This benefit starts following 30 days of employment.

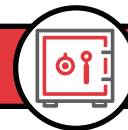
CHOICE TIME: Full time employees are eligible for choice time following 30 days of employment. Three days per year are offered for personal or sick time.

HOLIDAYS: All full time employees are eligible for seven paid Holidays following 30 days of employment.

CHILD BIRTH: All employees will receive one paid day for the birth or the adoption of a child. (See short term disability insurance for maternity leave info.)

BEREAVEMENT: All employees are eligible for up to two days for the loss of an immediate family member.

ABOVE AND BEYOND



EMPLOYEE DISCOUNT ON BUILDING MATERIALS: Significant building material discounts as well as an employee charge account with a \$250 credit limit.

CHOOSE HEALTH WELLNESS PROGRAM: The company encourages healthier lifestyle choices, supported through wellness activities and events that include free flu shots, health screenings, smoking cessation program, lunch and learn programs, and consistent wellness newsletters with tips on healthy lifestyle choices.

EMPLOYEE ASSISTANCE PROGRAM (EAP): This program is designated to provide guidance and support to employees and family members in solving personal and workplace problems. This confidential program is available to all employees at no cost.

COLLEGE AMERICA SAVINGS PLAN: A convenient and no-fee college savings program with significant tax advantages available for college savings.

MET LAW: Employees pay for this voluntary benefit for pre-paid legal services and advice for personal legal matters, including wills, document review and preparation, real estate matters & more.

(Annual open enrollment is in April).

DIRECT DEPOSIT: Payroll is deposited weekly into one or MULTIPLE personal savings or checking accounts.