

EMPLOYEE BENEFITS

BENEFIT OVERVIEW

- Medical – PPO, HRA, and HSA Options
- HSA and HRA with Employer Contribution
- FSA Medical and Dependent Accounts
- Dental
- Vision
- Voluntary Supplemental Life for Employee, Spouse and Dependents
- Pet Insurance
- Identity Theft Coverage
- Accident Insurance



SESA is proud to offer an exceptional company culture that boasts competitive salaries and company bonuses with job stability, security, and excellent growth opportunities all while working in a safe and clean environment.

COMPANY PAID BENEFITS

- Basic Life and AD&D
- Short-Term Disability
- Long-Term Disability
- Employee Assistance Program (EAP)

ADDITIONAL BENEFITS

- Fitness Reimbursement
- Professional Development and Tuition Reimbursement
- Company Sponsored Events
- Employee Referral Program
- Paid Parental Leave

401(k) PLAN

- Eligible to Contribute Immediately
- Generous Employee Match at 1 Year of Service
- All Contributions are 100% Vested Immediately (Employer at 1 Year)

JOB SPECIFIC PERKS

- Annual Boot Voucher
- Prescription Safety Glasses

PAID TIME OFF

VACATION & PTO

HOLIDAYS

Vacation and PTO prorated based on hire date

< 1 to 2 Years of Service	80 Hours (10 Days)
3 to 9 Years of Service	120 Hours (15 Days)
10 to 19 Years of Service	160 Hours (20 Days)
20 to 24 Years of Service	200 Hours (25 Days)
25+ Years of Service	240 Hours (30 Days)

New Year's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve

PTO 5 days per calendar year*

**All benefits are subject to basic eligibility requirements and may be subject to change with or without notice.*

**PTO days/hours based on position and shift*