

PACIFIC ADMINISTRATORS, INC.
BENEFITS AT A GLANCE

HOLIDAYS (13) PAID

Includes Employee Birthday that can float within 30 days after birthday

ANNUAL VACATION

1-4 Years Less than 5 = 2 Weeks
5 Years Less than 9 = 3 Weeks
9 or more Years = 4 Weeks

SICK LEAVE

1-4 Years Less than 5 = 1 Week
5 Years Less than 9 = 1 ½ Weeks
9 or more Years = 2 Weeks

PERSONAL LEAVE

3 Days (Paid) for illness of an immediate family member.

FUNERAL LEAVE

3 Days (Paid) for immediate family member

JURY DUTY

Paid for Full Day. Jury Check is submitted to the company.
(Not to exceed 2 weeks)

LEAVE OF ABSENCE WITHOUT PAY

Leaves are granted with Supervisor Approval.

MEDICAL INSURANCE

HMAA Insurance Company

Medical, Dental, Vision, Prescriptions

HMAA also enrolls employee into HMAA Group Insurance:

\$20,000 Life

\$20,000 Accident/Death/Dismemberment

PACIFIC ADMINISTRATORS, INC. GROUP LIFE INSURANCE

\$30,000 Life

\$30,000 Accident/Death/ Dismemberment

SOCIAL SECURITY BENEFITS

Pacific Administrators, Inc. pays one-half of the cost of retirement benefits provided under the Federal Social Security program. Upon retirement, the amount of an employee's monthly benefit is determined by his or her level of earnings and the number of years of coverage under the plan.

PARKING IN THE BUILDING (PARKING SUBSIDY)

\$118.64 Cost of the parking stall. Company subsidizes 50%.

Employee pays \$59.32, which is a Deductible from the 1st Paycheck of each month.

BUS PASS SUBSIDY

Company subsidizes 50% of the Bus Pass Monthly Cost.

401K

Eligible after passing the 4 Month Orientation Learning Period (company match 50% up to 6% of Gross Earnings).

OTHER COMPANY PROVIDED INSURANCE

Temporary Disability and Workmens Compensation

OTHER INSURANCE AVAILABLE

COBRA and AFLAC Cafeteria Plans (Short Term Disability, Cancer, Hospital Intensive Care, etc...)

MOVIE DAYS

First 2 Fridays in February, May, and November, office staff is designated into 2 groups to work ½ day, the remaining ½ day to go to the movies and is paid for the full day. The 2nd group is coverage for the office while 1st group is at the movies. The 2nd group has movie day on the 2nd Friday and the 1st group is coverage for the office.