



As a new employee for Benton Utilities, these are some of the benefits provided for you:

12 paid Holidays per year

New Year's Day  
Martin Luther King Jr. Day  
Presidents' Day  
Memorial Day  
Independence Day (July 4)  
Labor Day

Veteran's Day  
Thanksgiving  
Day after Thanksgiving  
Christmas Eve  
Christmas Day  
Employee Birthday

10 paid Vacation days, 2 month – 2nd year  
15 paid Vacation days, 3rd – 10th year  
20 paid Vacation days starting 11<sup>th</sup> year  
(Can carry over 120 hours)

12 sick days per year, maximum of 60 days  
(Available for use after 60 days)

100% paid employee health insurance (dental and vision included)  
(Individual Health – Employee cost \$0.00, Employer Cost \$7,344.12/yr.)  
(Family Health – Employee cost \$320.82/month, Employer Cost \$11,597.52/yr.)

100% paid employee and family life insurance  
Employee \$10,000 Life & \$10,000 AD&D thru Mutual of Omaha  
Spouse \$5,000 Life thru Mutual of Omaha with family health  
Children \$2,000 Life (after age 6 months) thru Mutual of Omaha with family health

Retirement Plan: Defined Compensation  
Employee Contribution: Mandatory 2%, can contribute up to 10%  
Employer Contribution: 5% and will contribute up to 10% depending on employee contributions  
Partial vesting at 5 years, full vesting at 10 years

Employee Assistance Program – provides you and your family with professional assistance for the challenges of everyday living

Medical Flexible Spending account available

Uniforms provided