

Benefits of Joining the **HOLT Team**



HOLT CAT offers a benefits package that is comprehensive, affordable and flexible. Our benefits package includes health, dental, vision, life, disability and worksite benefits. HOLT pays for several of these benefits. Other benefits are subsidized by employee contributions in order to provide better coverage. Pre-tax options help stretch employees' benefit dollars and our 401(k) and profit sharing plan will help employees achieve their future financial goals.

Employee Benefit Services

HOLT CAT's benefit program is competitive in the industry and is an important facet of our commitment to preserve and improve the quality of life of our employees. Benefits offered to full-time employees include:

- **Health Insurance** - Four PPO options are available.
- **Dental Insurance**
- **Vision Insurance**
- **Term Life and Accidental Death & Dismemberment (AD&D) Benefit**
- **Short and Long Term Disability Benefit**
- **Hospital Indemnity Plan**
- **Flexible Spending Account**
- **Worksite Benefits**— Accident and Critical Illness Plan.
- **Retirement Plan Contributions**—
401(k) - HOLT will match up to 3% of your contribution, dollar for dollar.
Profit Sharing Plan— Allows HOLT to make discretionary annual contributions to your 401(k) plan.
- **Employee Assistance Program (EAP)**—The EAP provides five confidential and professional counseling services to help individuals handle some of life's personal situations. Employees and their eligible dependents may use this resource at no cost to the employee.
- **Tuition Reimbursement**—HOLT offers a tuition reimbursement program that full-time employees are eligible to participate in after 6 months of employment. Reimbursement of up to \$4,000 annually.
- **Vacation**—Full-time employees will receive paid vacation up to a maximum of 4 weeks based on years of service.
- **Sick Time**—All full-time employees accrue 4 hours of sick time per month up to a 6-month maximum limit.
- **Holidays**—Employees receive 6 paid holidays plus a floating holiday.
- **Personal Days**—Employees receive 2 days per year of personal time with pay.

- **Credit Union**—Employees are eligible for membership in the Citizens Equity Federal Credit Union (CEFCU).
- **Direct Deposit**—Employees enjoy direct deposit into their checking and/or savings account(s).

HOLT CAT reserves the right to amend these programs without notice.

For benefit information:

1-800-275-4658 Ext. 8999

For employment opportunities:

www.holtcat.com/jobs



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