

SUMMARY OF EMPLOYMENT BENEFITS

Full Time

7/1/2025



Serving Buncombe and Madison Counties

Paid Time Off (PTO).

After the first year of employment, in January, the employee will automatically receive forty (40) hours PTO if hired by June 30th, (These hours will be prorated if the employee is hired on or after July 1st.)

Employee will also accrue hours per payroll; Accrued is based on the years of consecutive full-time service, 4.63, 6.16 or 7.70 hours.

Holidays - 9 paid holidays:

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

*In addition, 1 (one) **paid floating Holiday** that you can use for a **Federal or Religious holiday** that falls during our work week and that is meaningful to you not covered in the above list.*

Insurance – After the completion of 30 days waiting period of employment.

- BCBS Health – \$1650.00 High-deductible HSA PPO plan – 85% employer contribution.
- HSA - \$1,100 – Employer Funded. (Prorated for employees who coverage begins after the beginning of the plan year 9/1)
- Lincoln Dental – 100% employer contribution
- Lincoln Life Insurance AD&D+ STD + LTD – 100 % employer contribution.
- Lincoln Employee Assistance Program – 100% employer contribution.
- CEC Vision - 100% employer contribution
- Supplemental benefits at employee expense via payroll deduction.
 - Aflac plans
 - Colonial Life
 - AllyHealth

Retirement - After the completion of 6 months' waiting period of employment.

- Employer match of 100% up to 6% of employee contribution - Enrollment is quarterly.

Additional Benefits

- Three days paid for Bereavement.
- Maternity/ Paternity / Adoption Leave
- Military Service
- Jury Duty
- Volunteer Day
- 20% ReStore Discount
- Health and Wellness Program

SUMMARY OF EMPLOYMENT BENEFITS

Part Time

7/1/2025



Serving Buncombe and Madison Counties

Paid Time Off (PTO). – In January employees who work at least 20 hours will automatically receive PTO based on your approved Full-Time Equivalent (FTE) %, in other words, the number of hours scheduled to work per week.

Holidays - 9 paid holidays:

- New Year's Day
- MLK
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- *In addition, 1 (one) paid floating Holiday that you can use for a **Federal or Religious holiday** that falls during our work week and that is meaningful to you not covered in the above list.*

Insurance – After the completion of 30 days waiting period of employment.

- Employee Assistance Program – 100% employer contribution.
- Supplemental benefits at employee expense via payroll deduction.
 - Aflac plans
 - Colonial Life
 - AllyHealth

Retirement - After the completion of 6 months waiting period of employment.

- Employer match of 100% up to 6% of employee contribution - Enrollment is quarterly.

Additional Benefits

- Three days paid for Bereavement.
- Maternity/ Paternity / Adoption Leave
- Military Service
- Jury Duty
- Volunteer Day
- 20% ReStore Discount
- Health and Wellness Program