



Listed below are highlights of different benefits you could receive once you join the Meffert family. We make sure that all our benefits are top of the line and affordable for all full-time employees.

- **Direct deposit payroll**
- **Health, Dental, and Vision Insurance:** Includes employer contributions to the insurance and to a health savings account (HSA), if applicable. You are eligible for these benefits on the first of the month following 30 days from your date of hire.
- **Life and Disability Insurance:** This benefit is completely paid for by the employer. If additional coverage is optional which would be paid for by the employee with the addition of an employee's spouse and/or children. You are eligible for these benefits on the first of the month following 30 days from your date of hire.
- **STD/LTD:** Paid for by the employer and you are eligible for these benefits on the first of the month following 30 days from your date of hire.
- **401(k):** This benefit is one that you would automatically be enrolled in as long as the employee is above 21 years of age and have completed 3 months of employment with MOC Trucking LLC. The employer will match dollar-for-dollar of 3% contribution, every percentage between 3% and 5% the employer will contribute fifty cents.
- **Paid vacation:** Full-time employees can accrue 40 hours of vacation time their first year. After the completion of their second year of employment they will be able to accrue 80 hours.
- **Sick:** Full-time employees accrue 16 hours of paid leave each anniversary year. Any hours accrued over 40 are paid out each January 1 and July 1 as a wellness benefit.
- **Holidays:** Six major federal holidays are recognized, and full-time employees are given time off. Holiday pay is offered to those who work on recognized holidays. After 90 days of employment, full-time employees are eligible for time off for New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
- **Pet Insurance:** All employees are eligible for discounted pet insurance paid for by the employee.
- **Employee Assistance Program:** All employees have access to a professional and confidential counseling to help resolve personal concerns affecting family life, relationships, health, or work life. This is a benefit paid entirely by the employer.

Upon accepting a position with Meffert Oil Company Inc you will receive more information about all our different benefits programs. You will also be able to work with our benefits team to determine which plan best supports your needs.