

Paid Holidays (6 Days)

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Christmas

Paid Sick Time

- 56 hours accrued annually
- You may use up to 56 hours per year
- Unused time rolls over year to year

Sick Time Buyback Options (Each December):

- Sell unused sick time at your full hourly rate
- OR add it to your 401(k)
- OR roll it over

(Note: you may still only use 56 hours per year, regardless of banked balance)



HalcoHomeSolutions.com

Questions?

We're Here to Help.

For more details, eligibility, and enrollment questions, please contact:

- Human Resources Manager
adam@halcoenergy.com
- Or speak with your manager



800-533-3367

We don't just build careers, we invest in futures.



Hal Smith,
CEO

YOUR BENEFITS. YOUR FUTURE.

At Halco Home Solutions, we believe taking care of our employees is the foundation of taking care of our customers. Our benefit package is designed to support your health, time, finances, and family, today and long-term.



HALCO
HOME SOLUTIONS

EMPLOYEE BENEFIT PACKAGE

Paid Vacation Time

Vacation time accrues annually based on years of service and increases with tenure:

- Start of employment: **40 hours** per year
- Beginning of Year 3: **80 hours** per year
- Beginning of Year 5: **120 hours** per year

Vacation Time Buyback

- Sell unused vacation time back to Halco at your full hourly rate
- You can sell back up to 40 hours every 90 days

Life & Disability

- Day 1 Coverage Includes:
 - \$25,000 Term Life Insurance
 - \$10,000 Whole Life Policy
- Additional life insurance options are available
- Disability Protection
 - NYS Disability AND Halco provided Short-Term Disability
 - Combined, these provide a reasonable substitute for a full paycheck in the event of long-term injury

Health Insurance

Choose from 3 coverage levels:

- High Deductible Plan, Mid Deductible Plan, or Hybrid Co-Pay Plan
- Dental Insurance
- Vision Insurance
- Flexible Spending Account (FSA)
- Aflac Supplemental Insurance

Additional Benefits

- Parental Leave
- Gym Membership Reimbursement
- Annual Birthday Bonus
- Employee Gas Card (if applicable)
- Employee Phone & Tablet (if applicable)
- Employee Assistance Program

Retirement

401(k) Retirement Plan

- 100% company match up to 4%
- Invest in your future with confidence

401(k) Growth Example

- Employee: 25 years old
- Annual Salary: \$50,000
- Employee Contribution: 4%
- Employer Match: 4%
- Retirement Age: 65

➔ With consistent contributions and compound growth, this employee can reach \$1,000,000+ by age 65.

