

Benefits Overview

PAID TIME OFF

PTO is accrued weekly. The number of hours accrued weekly is based on tenure.



SHORT TERM DISABILITY

HJI pays 50% of STD premium per pay check.



PAID PARENTAL LEAVE

Maternity: 6 Weeks

Paternity: 2 Weeks

Adoption: 2 Weeks



INSURANCE RATES (Weekly Premiums)

Plan	Employee	Employee + Spouse	Employee + Children	Family
HDHP-HAS Plan (Cigna)	\$38.21	\$84.05	\$72.59	\$122.25
PPO Plan (Cigna)	\$60.07	\$132.15	\$114.12	\$192.21
Dental Only (Humana)	\$4.30	\$8.60	\$10.96	\$15.26
Vision (Humana)	\$1.69	\$3.37	\$3.53	\$5.37

Note: Insurance coverage begins 30 days after hire date.



401K MATCH

Eligibility begins 30 days after hire date. HJI matches 100% of the first 3%.



COMPANY PAID HOLIDAYS



- New Year's Day
- Martin Luther King Jr.'s Birthday
- Good Friday or Easter Monday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday After Thanksgiving
- Christmas Eve
- Christmas Day

Employees are eligible for holiday pay if the holiday lands on their scheduled day of work.

ADDITIONAL BENEFITS

- Long Term Disability
- Employee Referral Bonus
- Company-Paid Life Insurance for Employee (1.5X Annual Salary)
- Voluntary Life Insurance for Employee, Spouse, Child(ren)
- Employee Assistance Program

WANT TO LEARN MORE?

VISIT OUR WEBSITE

www.hjisolutions.com

CONTACT OUR PEOPLE OPERATIONS TEAM

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