

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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