

TEMCO

LOGISTICS

BENEFITS



HEALTH INSURANCE

Temco offers associates five different Medical plans (full-time only), Dental, Vision (Dental and Vision free to all associates with Medial Enrollment), Flex Spending Accounts (full-time only), Health Savings Account (full-time only), Accident Supplemental Insurance, Critical Illness Insurance, Short Term Disability Coverage (free to all employees), Life and Accidental Death & Dismemberment Insurance (free to all employees).



VACATION

- Full-time Exempt employees receive Flexible Time off:
- No waiting period and no cap on reasonable time off request
- Regular full-time nonexempt employees accrue vacation after 120 days of employment:

Years of Service	1*	2	3-5	6+
Annual Accrual (hrs)	27	40	80	120
Per Pay Period Accrual (hrs)	1.54	1.54	3.08	4.62
Maximum Accrual (Hrs)	27	67	120	180

*Part Time and Temporary Associates: Not eligible unless required by law



TIME OFF

Taking time off is important for your health, and Temco offers various benefits to support this for eligible associates.



DISABILITY

- Salaried and FT Hourly Associates: Eligible for short-term from the hire date
- PT Hourly Associates: Eligible for short-term from the hire date
- State Plans: Company benefits may be adjusted by state disability plans.



ADDITIONAL BENEFITS

- Paid Holidays: Six per year
- Paid Maternity Leave: Through short term disability program, varies by state.



ADDITIONAL RESOURCES FOR A HEALTHY LIFESTYLE

24/7 virtual doctor care can help to improve (or maintain) your physical and mental wellbeing. In addition, we offer discounts on fitness gym memberships and more.



SICK TIME WASHINGTON

- FT Hourly Associates: 56 hours per year, 90 day waiting period
- PT Hourly Associates: As required by law, 90 day waiting period
- Temporary Associates: Eligible as per legal requirements



EMPLOYEE ASSISTANCE PROGRAM

Temco offers an Employee Assistance Program to all associates, spouses, children of associates and household members free and confidential access to counseling sessions. There are also benefits available to help with taking care of families, travel, illnesses and more.