



Waste Pro is pleased to provide a wide range of competitive benefits that are a vital part of an employee's total compensation. Employees have the flexibility to select the benefit plans that best meet their needs. The information below is a summary of our benefit programs.



## HEALTH AND WELLNESS

**Medical Insurance:** Waste Pro offers comprehensive medical and prescription drug insurance. Waste Pro pays a significant portion of the premium for the coverage. If enrolled in a Medical Plan, you will receive many additional benefits like:

- **Wellness Incentives:** A \$25 credit is applied to the bi-weekly medical premiums for employees that have their annual wellness exam and employees who attest to being nicotine free during enrollment receive a credit of \$53.08 per pay period.
- **SurgeryPlus:** a comprehensive benefit that provides pre-planned non-emergency surgical services at no cost to employees and their covered dependents.
- **Teladoc:** provides phone and video conference access to a national network of U.S. board certified doctors and licensed therapist to support your mental wellbeing, treat many non-emergency medical conditions and prescribe medication (when necessary) at no cost!

**Dental Insurance:** Waste Pro offers two dental insurance plans, including adult orthodontia. Coverage also includes an Oral Health Rewards Program, Preventive Advantage, and a College Tuition Program.

**Vision:** Waste Pro offers two vision insurance plans and includes a College Tuition Program.



## INCOME PROTECTION

Company provided **Life and AD&D Insurance**. Employees may also purchase **Voluntary Term Life Insurance** coverage for themselves as well as coverage for their spouse and dependents.

**Long-Term Care Protection Insurance:** a voluntary Life Insurance benefit that provides a cash benefit while you are living for long term care expenses. Employees can also purchase this coverage for their spouse.

**Short and Long Term Disability Insurance:** available for all employees.

**Voluntary Insurance:** Colonial Life offers several benefits that can enhance an employee's benefit portfolio. These plans include: **Accident Insurance, Critical Illness, Cancer Insurance & Extended Disability**.



## LEGAL PROTECTION

Waste Pro offers employees a trusted and affordable legal solution through **ARAG**. Employees can choose between two **Legal Insurance** plans to help them manage situations in life where they may need legal help.



## SUPPORTING YOUR ROAD TO RETIREMENT

To encourage a healthy road to saving, Waste Pro matches 50% of the first 4% contributed to the 401(k) plan. We also offer free financial wellness resources and tools such as financial counselors, webinars, and newsletters.



## TIME AWAY

**Vacation:** Full-time employees are eligible for 5 vacation days at the end of the first year, 10 vacation days at the end of the second year and 15 vacation days after seven years of continuous employment.

**Sick Leave:** Full-time employees accrue four sick days per year.

**Holiday Pay:** Employees receive pay for five observed holidays including New Year's, July 4<sup>th</sup>, Labor Day, Thanksgiving & Christmas.



## FINANCIAL INCENTIVES

**Driver and Helper Safety Awards:** Waste Pro offers a Performance Bonus of \$10,000 to CDL drivers and \$5,000 to helpers who work on a route. The bonus is the result of spotless work records for three years (after the employee completes their 90-day introductory period).

**Diesel Technician Programs:** We support our diesel technicians in obtaining ASE certifications through fee reimbursement, compensation increase, and a Master Technician Achievement bonus. Technicians receive a monthly tool allowance based on years of service.

**Year-End Gift:** Each year on the 1<sup>st</sup> payday in December, Waste Pro employees hired prior to October 1<sup>st</sup> are eligible to receive a year-end gift. Your first-year gift is pro-rated. Then the gift is calculated at \$250 a year for each year of employment up to a maximum of \$2,500 in your 10<sup>th</sup> year and beyond. You must be employed by Waste Pro on the date the gift is paid to receive it. **Year-end gifts are a discretionary acknowledgement of appreciation and based on the overall success of the Company, your contribution to that success during the year and your length of employment with the Company.**



## DRIVER TRAINING PROGRAM:

Earn while you learn! Waste Pro is proud to be the only solid waste provider with two in-house state certified 3<sup>rd</sup> party examiners. We offer motivated individuals the opportunity to obtain a CDL and a career as a professional driver.



## DISCOUNT PROGRAMS

Waste Pro offers a variety of discount programs such as travel & entertainment discounts through **Tickets At Work**, special offers & discounts at hundreds of brand name retailers & local merchants through **BenefitHub**, and mobile phone discounts through **T-Mobile & Verizon**.