



BENEFIT OFFERINGS

life | wealth | health



REV 1-2020

LIFE



HELPING YOU STAY IN BALANCE

Paid Time Off (PTO)

Keep your work and personal life in balance. Our PTO plan combines vacation, personal time and sick time into a bank for employees to use. Employees can convert PTO into cash twice a year.

PTO Donations

We support our employees in need. Within donation guidelines, employees can donate hours from their available PTO balance to those that have depleted their available PTO balance.

Paid Holidays

We want to make sure you get time to enjoy these holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve and Christmas Day.

Employee Activity Committee

Looking to get involved and have fun? Join the EAC to celebrate our employees by helping plan fun events.

Fun Events

We celebrate our employees and our successes throughout the year. Some examples of fun events we've done in the past include cornhole tournaments, obstacle courses, dress up contests, cook-offs and pizza lunches.

Paid Jury Leave

We understand when duty calls. Jury duty leave time off is paid.

Flexible Work Hours

We get that not everybody's schedules are the same. Our employees may have the opportunity to request flexible work hours that better meet their needs.

Working Remotely

Yes, you can stay in your pajamas all day. This is a flexible arrangement that allows an employee to work at either his/her home or another approved remote office setting.

Dress for your Day

What you wear can affect how you work. Production, maintenance and warehouse employees are able to wear comfortable casual attire including jeans, sweatshirts and tees, plus shorts during the summer. Office staff may wear professional and business casual attire, including jeans.

Sunshine Program

We recognize and support employees during important life events, such as birthdays, marriages or a death in the family. SJE also provides awards for 1, 5, 10, 15, 20 and 25 years of service.

Bereavement Leave

Experiencing the loss of a loved one is never easy. We want to provide you paid time away to be with family during these difficult times.

Parental Leave

Expanding your family can be an exciting time. To help our employees get settled in, we provide paid time away from work for mothers and fathers to bond with a child immediately following birth or adoption.

Volunteer Activities

We are passionate about giving back. Employees can get paid for up to eight hours per calendar year for the time they are performing community service volunteer work.

Community Service Organization Dues

SJE will pay for the cost of dues for employees to participate in approved community service organizations.

Travel Assistance

We partner with Concur Solutions, a corporate travel management vendor. Employees who utilize the software for business travel may also do so for personal travel and reimburse SJE for personal expenses.

Training Opportunities

SJE has a variety of training resources which employees can take advantage of, including internal and external training resources.

WEALTH



HELPING YOU ACHIEVE FINANCIAL SECURITY

401(k) Retirement Plan

We offer a retirement plan that enables employees to defer "before or after tax" dollars into certain funds of their choice. Company match is 50% of your deferral up to a maximum of 6% of compensation.

Supplemental Life Insurance

Employees have the option to purchase additional life insurance on themselves, their spouse or dependents. Accidental Death and Dismemberment insurance also available.

Holiday Fund

Do you struggle to save money for the holidays? We offer a program where you can deposit money into a non-interest bearing account each payroll from January through October. That money is paid out to you in October, just in time for holiday shopping.

Cell Phone Discount

Verizon Wireless offers SJE employees a monthly discount of 15%-18% for their service.

Dell Computer Discount

SJE employees and family can get a great deal on Dell equipment through the Dell website.

Branded Merchandise

Show off your SJE pride with our great selection of branded swag! We have polos, t-shirts, sweatshirts and more. SJE pays for 50% of the cost of all clothing purchased by employees.

Scholarship Program

Have a family member thinking about college? The S.J. Electro Systems Foundation Scholarship Program has been established to help fund post high school education for the children, grandchildren and spouses of employees and retirees.

Educational Assistance

We support learning, whether it's job related or not. Employees who enroll in job-related classes or continuing education programs may receive education assistance of 100% and up to a maximum of \$20,000 per year for tuition and necessary material costs for approved programs.

Life Insurance

We offer company provided life insurance in the amount of \$50,000.



HEALTH



HELPING YOU BE YOUR BEST

Group Health Insurance

When it comes to health, the last thing you want to worry about is medical coverage. We offer a health plan with 100% covered preventative care benefits and 100% coinsurance once your deductible is met. You'll never have to guess about how much money you'll need should you have to access medical coverage.

Dental Insurance

Now that's something to smile about! Employees have the option to purchase dental insurance for themselves, their spouse and dependents.

Vision Insurance

Keep your eyes sharp with this plan. Employees have the option to purchase vision insurance for themselves, their spouse and dependents.

Flexible Spending & Dependent Care Account (FSA)

This allows you to set aside a portion of your earnings, pre-tax, to pay for qualified medical, dental, vision and dependent care expenses.

Health Savings Account (HSA)

This is a tax-advantaged savings account where funds are used to pay for current or future health care expenses.

Fitness Incentive

Earn an incentive each month for meeting and tracking the minimum physical activity requirement. Valid with health insurance coverage.

Extended Illness Bank (EIB)

This is a "bank" of time for employees to use for extended absences (longer than five days) due to injury, illness or temporary disability, including childbirth.

Short-term Disability

Employees have the option to purchase a percentage of wage protection if he/she becomes disabled for a short period of time. Benefit term is from date of disability up to six months.

Long-term Disability

Employees have the option to purchase a percentage of wage protection if employee is disabled longer than six months.

Employee Assistance Program (EAP)

We offer free and confidential counseling assistance to employees and household members on a variety of personal or work issues.

Wellness Program

We offer a wellness coach, biometrics screenings, co-paid sports teams, wellness challenges and events. We also offer sit/stand workstations.

Safety Committee

We believe in safety first. Our robust safety program includes safety inspections, 5S, Kaizen and protective equipment.

