

BENEFITS INFORMATION

Retirement

All full-time employees are enrolled in the Employees' Retirement System of Alabama. Each employee pays 7.5% of their gross wages into the account. Goose Pond currently pays 12.89% of the gross wages.

Once you have been on the retirement plan for 10 years, you are considered vested. This means anything paid into your account by you and Goose Pond stays in your account if you leave the job.

If you leave the job before the 10 years, the retirement system will keep the money that Goose Pond has paid into the account.

Once you have been employed 25 years, you can retire at any age and draw your monthly benefits.

Insurance

Health insurance with Blue Cross and Blue Shield of Alabama is provided. Goose Pond pays 2/3 of the premium and the employee pays 1/3 of it.

Individual Employee Cost is \$220.73 split up into the first 2 paychecks of every month.

Dental insurance with Blue Cross and Blue Shield of Alabama is provided. Goose Pond pays 100% of that premium.

Accident insurance with Usable Life is provided. Goose Pond pays 100% of that premium. This company also offers optional life insurance for the employee to purchase.

Vision insurance with Blue Cross and Blue Shield of Alabama is optional with the current premium being \$17.44 per month.

Sick Time

Full-time employees earn sick time hours each month. Up to 5 years of full-time employment, the employee earns 4 hours per month. After 5 years of full-time employment, the employee earns 8 hours per month.

Vacation Time

Full-time employees earn vacation time each month based on the number of years of full-time employment.

Up to 1 year: 5 days for the year

After 1 year and up to 10 years: 10 days per year

11 years to 18 years: 15 days per year

Over 18 years: 20 days per year

Paid Holidays

New Year's Day

Martin Luther King Jr. Birthday

Memorial Day

4th of July

Labor Day

Veteran's Day

Thanksgiving (2 days)

Christmas (2 days)