



# Employee Benefits

Health Insurance	90 day waiting period	CIMCO offers its employees and their family members Health Alliance Insurance.
Dental Insurance and Vision Benefits	90 day waiting period	CIMCO offers its employees and their dependents Dental Insurance and Vision Benefits.
Life Insurance	90 day waiting period	CIMCO provides \$20,000 Life Insurance, \$2,000 Life Insurance for spouse, and \$2,000 for children. Additional Life Insurance is offered for the employee, spouse, and children.
Flexible Spending Account	90 day waiting period	The Flexible Spending Account enables employees to pay for various medical expenses on a pre-tax basis to save money.
AFLAC	90 day waiting period	<p><b>Short Term Disability</b> helps offset the loss of pay due to illness or off-the-job injury.</p> <p><b>Accident Disability</b> helps provide a financial cushion beyond an accident to include illness and off-the-job disability.</p> <p><b>Long-Term Disability</b> helps offset the loss of pay due to illness or off-the-job injury.</p> <p><b>Hospital Confinement Indemnity</b> helps offset the non-covered expenses of a hospital stay.</p>
401(k) Plan	1 Calendar Year	Employees are eligible for the 401(k) Plan after one year. CIMCO matches a percentage of the employee's contributions.
Credit Union	No Waiting Period	All CIMCO employees are welcome to use the Land of Lincoln Credit Union in Decatur Illinois and other surrounding areas offering checking, savings, loans, credit cards, and other financial services.
Educational Assistance	1 Calendar Year	CIMCO will pay for the cost of pre-approved job related courses.
Paid Holidays	No Waiting Period	Employees receive paid holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Day, and possible other holidays.
Attendance Bonus	1st of the following month	Monthly and Quarterly Bonuses for perfect attendance are given to hourly employees.
Paid Days Off	No Waiting Period	Paid Days Off (PDO) begin accruing on the date of hire.
Prearranged Unpaid Days off	No Waiting Period	Employees receive up to four (4) pre-arranged quarter days off per calendar year for various appointments and six (6) pre-arranged unpaid half days off.
Funeral Leave	No Waiting Period	In the event of an immediate family member's death, employees are eligible for up to 2 paid days off.
Jury duty	No Waiting Period	Full time employees required to serve on jury duty will be paid the difference between the jury pay and the normal 8 hour shift.
FMLA	1 year and worked at least 1250 hours	CIMCO provides up to twelve (12) weeks of unpaid job protected leave for eligible employees.
Military Leave	No Waiting Period	Leave of absence without pay for Military or Reserve Duty is granted to full time employees.
Employee Assistance Program	No Waiting Period	A counseling and referral service designed to assist employees and family members with a wide range of issues including counseling; finances, being a caregiver, family challenges, and other services.
Sam's Club Membership	90 day waiting period	Sam's Club helps employees stretch their budgets further by giving them access to warehouse savings on top-quality merchandise and services.
Social Security	No Waiting Period	Employer matches the employee's contributions.
COBRA	90 day waiting period	The Consolidated Budget Reconciliation Act (COBRA) gives employees and qualified beneficiaries the opportunity to continue Health & Dental Insurance coverage.

