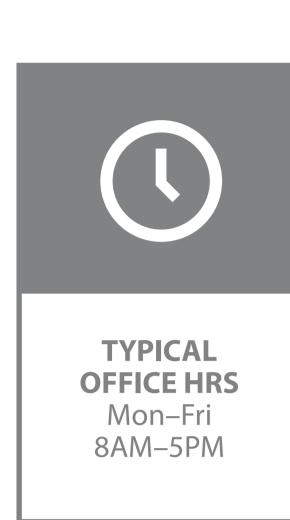
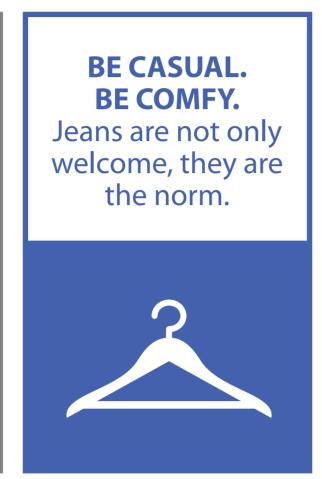
S-FACTS





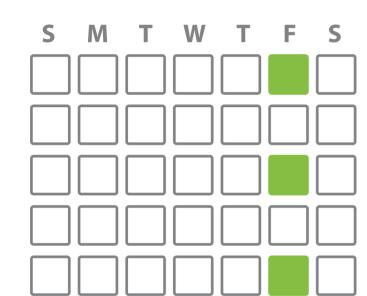








LET'S TALK ABOUT the MONEY (S)



Pay day is every other Friday. Pay dates are one pay period behind.

Example:

Pay Period: Feb 4 – Feb 17

Pay Date: Mar 1



DELK PROVIDES EACH **ELIGIBLE EMPLOYEE:**

\$25,000 Life Insurance*

\$25,000 Accidental Death and Dismemberment*

LONG TERM DISABILITY 60% of weekly pre-disability income, less any other

HSA

income sources, up to \$6,000 per month. **SHORT TERM DISABILITY**

income sources, up to \$500 per week. *May be supplemented at the discretion of the employee.

HSA

60% of weekly pre-disability income, less any other

2019 MEDICAL BENEFITS through AETNA

HSA

	\$3750/80%	\$2000/100%	\$1500/80%	\$5750/70%
EMPLOYEE ONLY	\$3.96	\$52.81	\$89.58	\$0.00
EMPLOYEE + SPOUSE	\$243.66	\$351.69	\$432.99	\$163.04
EMPLOYEE + CHILDREN	\$214.48	\$315.69	\$391.19	\$139.24
FAMILY	\$506.27	\$679.16	\$809.26	\$377.27
Listed premiums reflect a reduced rate, as they have been offset by DELK's employer contribution.				

Premiums are per pay period on a pre-taxed basis. Additional voluntary plans include: Vision, Dental, and Critical Illness.

26+ PAID DAYS OFF EACH YEAR

12 PAID HOLIDAYS IN 2019

NEW YEARS DAY

JAN 01

GOOD FRIDAY

APR 19

MAY 27 MEMORIAL DAY

FOURTH OF JULY

JUL 4

*BONUS **DAY**

DAY

JUL 5

SEP 02

NOV 28

NOV 29

OF VACATION Prorated By Start Date.

LABOR DAY

THANKS-GIVING

FRIDAY

BLACK

DEC 31 Accrued ½ Day Per Month.



DEC 23 *BONUS

DEC 24 CHRISTMAS EVE

DEC 25 CHRISTMAS DAY

NEW YEARS EVE

*Bonus holidays may not carry forward each year.