

Foreman Benefits

401K

Employees who have 5 years are fully vested immediately
Employees who have 4 years are 80% vested immediately
Employees who have 3 years are 60% vested immediately
Employees who have 2 years are 40% vested immediately
Employees who have 1 year are 20% vested immediately
Employees who have 60 days to 1 year are 10% vested immediately

New Employees

60 days to 1 year - 10% vest
1 year to 2 years - 20%
2 years to 3 years - 40%
3 years to 4 years - 60%
4 years to 5 years - 80%
After 5 years - 100%

- 1 Week Vacation after 1 year
- 2 Weeks Vacation after 5 years
- 3 Weeks Vacation after 10 years
- Paid Holidays - Christmas Day, New Years Day, Memorial Day, 4th of July, Labor Day and Thanksgiving
- UCC pays all but \$1 per week of the Forman's Health Care premium, after 90 days of employment with UCC. Employee is fully responsible for spouse and dependents.

Mechanic Benefits

401K

Employees who have 5 years are fully vested immediately

Employees who have 4 years are 80% vested immediately

Employees who have 3 years are 60% vested immediately

Employees who have 2 years are 40% vested immediately

Employees who have 1 year are 20% vested immediately

Employees who have 60 days to 1 year are 10% vested immediately

New Employees

60 days to 1 year - 10% vest

1 year to 2 years - 20%

2 years to 3 years - 40%

3 years to 4 years - 60%

4 years to 5 years - 80%

After 5 years - 100%

- 1 Week Vacation after 1 year
- 2 Weeks Vacation after 5 years
- Paid Holidays - Christmas Day, New Years Day, Memorial Day, 4th of July, Labor Day and Thanksgiving
- UCC pays half of the employee's Health Care premium, after 90 days of employment with UCC. Employee is fully responsible for spouse and dependents.

Laborer Benefits

401K

Employees who have 5 years are fully vested immediately

Employees who have 4 years are 80% vested immediately

Employees who have 3 years are 60% vested immediately

Employees who have 2 years are 40% vested immediately

Employees who have 1 year are 20% vested immediately

Employees who have 60 days to 1 year are 10% vested immediately

New Employees

60 days to 1 year - 10% vest

1 year to 2 years - 20%

2 years to 3 years - 40%

3 years to 4 years - 60%

4 years to 5 years - 80%

After 5 years - 100%

- 1 Week Vacation after 1 year
- 2 Weeks Vacation after 5 years

Leadman Benefits

401K

Employees who have 5 years are fully vested immediately
Employees who have 4 years are 80% vested immediately
Employees who have 3 years are 60% vested immediately
Employees who have 2 years are 40% vested immediately
Employees who have 1 year are 20% vested immediately
Employees who have 60 days to 1 year are 10% vested immediately

New Employees

60 days to 1 year - 10% vest
1 year to 2 years - 20%
2 years to 3 years - 40%
3 years to 4 years - 60%
4 years to 5 years - 80%
After 5 years - 100%

- 1 Week Vacation after 1 year
- 2 Weeks Vacation after 5 years
- Paid Holidays - Christmas Day, New Years Day, Memorial Day, 4th of July, Labor Day and Thanksgiving
- UCC pays half of the employee's Health Care premium, after 90 days of employment with UCC. Employee is fully responsible for spouse and dependents.

Office Staff Benefits

401K

Employees who have 5 years are fully vested immediately
Employees who have 4 years are 80% vested immediately
Employees who have 3 years are 60% vested immediately
Employees who have 2 years are 40% vested immediately
Employees who have 1 year are 20% vested immediately
Employees who have 60 days to 1 year are 10% vested immediately

New Employees

60 days to 1 year - 10% vest
1 year to 2 years - 20%
2 years to 3 years - 40%
3 years to 4 years - 60%
4 years to 5 years - 80%
After 5 years - 100%

- 1 Week Vacation after 1 year
- 2 Weeks Vacation after 5 years
- Paid Holidays - Christmas Day, New Years Day, Memorial Day, 4th of July, Labor Day and Thanksgiving
- UCC pays all but \$1.00 per week of the employee's Health Care premium, after 90 days of employment with UCC. Employee is fully responsible for spouse and dependents.