



# EMPLOYEE BENEFITS

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**SUPER VACUUM MANUFACTURING COMPANY, INC. • FAMILY OWNED • FORT COLLINS, CO**



# OUR MISSION

At Super Vacuum Manufacturing we pride ourselves on equipping first responders across the nation and throughout the world with the very tools they need to do their jobs.

We have a saying here ...

“WHAT WE BUILD TODAY,  
MAY SAVE A LIFE TOMORROW.”

And with that comes great pride.

As a family owned and operated company, we want our employees to feel like they are part of the family.

We care about your personal growth and wellbeing, therefore our company benefits package includes everything from medical insurance to continued education tuition reimbursement.

Super Vac Manufacturing strives to find the best benefits for the best price for our employees and their families. We also like try to help save our employees money by sharing our OEM partner discounts with them.

As a family owned company, we believe holidays are family time. As a company we vote for which of the 9 holidays employees want off, and since we believe your birthday is a holiday, we treat it as such.

Though we are a small company, we make a big impact on various communities across the world. Quality is what our customers depend on, so quality employees are what we are looking for. If this is you, please find our current job listings and apply at [www.jobs.supervac.com](http://www.jobs.supervac.com).



## BENEFITS SCHEDULE



## TIME OFF

PAID VACATION  
PAID HOLIDAYS  
PAID SICK TIME  
PAID LEAVE



## COMPANY PERKS

APPAREL DISCOUNT  
SPECIAL EMPLOYEE SAVINGS



## WELLNESS

MEDICAL  
DENTAL  
VISION



## LIFE INSURANCE

ACCIDENTAL DEATH  
OR DISMEMBERMENT



## 401K MATCH

PROFIT SHARING

## GROWTH

CONTINUED EDUCATION



**FULL-TIME EMPLOYEE:** WORKS 30 HOURS OR MORE  
**PART-TIME EMPLOYEES:** WORKS LESS THAN 30 HOURS

# BENEFITS SCHEDULE

TIMELINE	HEALTH AND WELLNESS	PERSONAL TIME OFF	COMPANY PERKS
<b>DAY 1</b>	<b>SICK TIME ACCRUAL BEGINS</b> <b>FULL-TIME EMPLOYEES</b> 4 hours per month		<b>1 WORK SHIRT ISSUED</b>  <b>NEW HIRE REFERRALS</b> Employees receive <b>\$150 bonus</b> for new hire referrals if the new employee stays for 90 days
<b>60 DAYS</b>	<b>FULL-TIME EMPLOYEES</b> <b>HEALTH AND LIFE INSURANCE BENEFITS BEGIN</b> Medical, dental, vision, life and accidental death insurance	<b>FULL-TIME EMPLOYEES</b> <b>9 PAID HOLIDAYS</b> Determined by company vote <b>+ PAID BIRTHDAY OFF</b>	<b>EMPLOYEE DISCOUNT PROGRAM</b> Order items through purchasing using company discounted pricing (#106 Account)  Discounts on all company APPAREL
<b>90 DAYS</b>	<b>FULL-TIME EMPLOYEES</b> <b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	<b>PAID TIME OFF ACCRUAL BEGINS</b> <b>FULL-TIME EMPLOYEES</b> Gain 4 PTO hours at the start of each month, up to 48 hours per year until the second January.	<b>UP TO 4 WORK SHIRTS ISSUED</b> Quantity and choice of T-shirts, polos, welding shirts, mechanic shirts, etc. are dependent on position.
<b>1 YEAR</b>	<b>DENTAL REIMBURSEMENT</b> <b>FULL-TIME EMPLOYEES</b> After one year of employment (\$400/family/year)	<b>ADDITIONAL PAID TIME OFF</b> <b>FULL-TIME EMPLOYEES</b> receive 2 weeks (10 days)	<b>FULL-TIME EMPLOYEES</b> <b>401K PROFIT SHARING</b> with company match up to 4%, pre or post tax
<b>5 YEARS</b>	<b>VISION BENEFITS THROUGH OSIUS VISION IN LOVELAND</b> <b>FULL-TIME EMPLOYEES</b> Includes discounted exams and prescription safety frames – plus, Super Vac helps pay the bill.	<b>ADDITIONAL PAID TIME OFF</b> <b>FULL-TIME EMPLOYEES</b> receive 3 weeks (15 days)	<b>FULL-TIME EMPLOYEES</b> <b>CONTINUED EDUCATION / TUITION REIMBURSEMENT</b> in a related field (up to \$5,250 per year per employee)
<b>6 YEARS</b>		<b>ADDITIONAL PAID TIME OFF</b> <b>FULL-TIME EMPLOYEES</b> receive 1 DAY (16 days) 1 additional day per year will continue through years 6-14 with the company.	<b>GAIN UP TO 5 WORK SHIRTS EACH WORK ANNIVERSARY</b> (Depending on position)
<b>15 YEARS</b>		<b>ADDITIONAL PAID TIME OFF</b> <b>FULL-TIME EMPLOYEES</b> receive 5 weeks (25 days)	

Additional weeks/days are earned starting January 1st, after the full year worked.

APPLY AT [JOBS.SUPERVAC.COM](https://jobs.supervac.com)



## PAID VACATION

**DAY 90** = 4 HOURS/MONTH

1ST OF THE MONTH FOLLOWING 90 DAYS, YOU EARN 4 HOURS A MONTH UNTIL YOUR 2ND JANUARY WHEN YOU GET 80 HOURS (10 DAYS) OF VACATION.

**YEAR 1** = 48 HOURS MAX

STARTING JAN 1

**2** = 10 DAYS

**3** = 10 DAYS

**4** = 10 DAYS

**5** = 15 DAYS

**6** = 16 DAYS

**7** = 17 DAYS

**8** = 18 DAYS

**9** = 19 DAYS

**10** = 20 DAYS

**11** = 21 DAYS

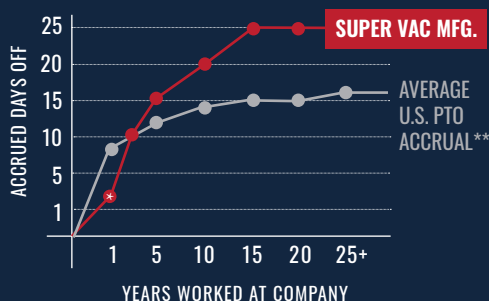
**12** = 22 DAYS

**13** = 23 DAYS

**14** = 24 DAYS

**15<sup>+</sup>** = 25 DAYS

### PTO ACCUMULATED PER YEARS WITH COMPANY



\*Days off pending start date and hours worked after 90 days of employment

\*\*Averages vary based on geographic location. Western states average 9.4 days of PTO per year.

# TIME OFF

## PAID HOLIDAYS

**9 PAID HOLIDAYS** Chosen by an annual employee vote

**+ YOUR BIRTHDAY** We believe your birthday is a holiday and is treated as such!

## PAID SICK TIME

### FULL-TIME EMPLOYEES:

Earn up to **4** sick-time hours at the start of each month  
Hours can be accumulated for 5 years for a total of 160 hours

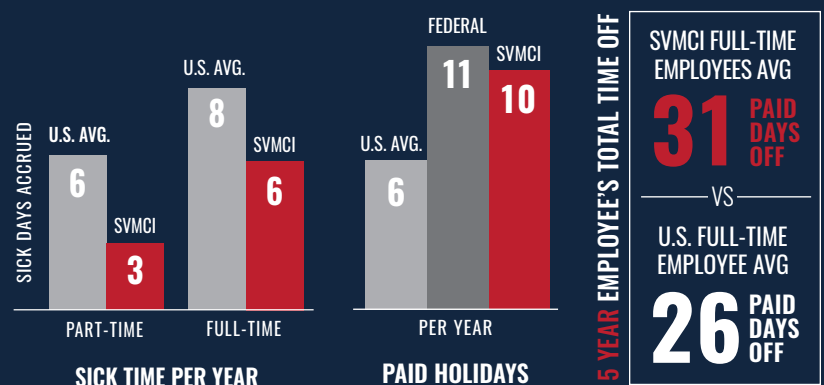
### PART-TIME EMPLOYEES:

Earn up to **2** sick-time hours at the start of each month  
Hours can be accumulated for 5 years for a total of 80 hours

## PLUS ...

Super Vacuum Manufacturing offers:  
Bereavement  
Maternity Leave  
Paid Jury Duty

### 100+ EMPLOYEE PRIVATE U.S. INDUSTRY COMPANIES PAID TIME OFF COMPARISON



Source: Forbes Advisor 2023, <https://www.forbes.com/advisor/business/PTO-statistics/>

# COMPANY PERKS

## COMPANY-SUPPLIED WORK SHIRTS

**RECEIVE** (up to **5** per year depending on position).  
Includes polos, T-shirts, mechanic shirts and welding shirts!



DISCOUNTED  
HATS

## SHOP WORKER'S APPAREL



T-SHIRTS



MECHANIC SHIRTS



WELDING SHIRTS

## OFFICE WORKER'S APPAREL



POLOS



JACKETS



HOODIES

**DAY 1 = 1 WORK SHIRT**

**30 DAYS = APPAREL DISCOUNT**

**90 DAYS**  
CHOOSE 4\*  
WORK SHIRTS,  
HATS OR ITEMS

UP TO 5  
WORK SHIRTS  
**PER YEAR**  
(PENDING POSITION)



DISCOUNTED  
MERCHANDISE

## SPECIAL SAVINGS (#106 ACCOUNT)

Employees may purchase items through the company's purchasers to obtain company discounted pricing.

CAR BATTERY RETAIL COST	SVMCI DISCOUNT
<b>\$265*</b>	<b>\$158*</b> OR LESS

**INTERSTATE BATTERIES**

40-50% OFF INTERSTATE BATTERIES

\*Prices vary based on battery type and retailer.

AVERAGE RETAIL COST	SVMCI DISCOUNT
<b>15AH DEWALT LITHIUM ION FLEXVOLT® BATTERY</b> <b>\$399</b>	<b>\$242</b>

DISCOUNTS ON DEWALT® FLEXVOLT® AND MILWAUKEE REDLITHIUM™ HIGH OUTPUT BATTERIES

75' KIT RETAIL COST	SVMCI DISCOUNT
<b>oelo</b> <b>\$1,933*</b>	<b>\$973*</b>

50% OFF PERMANENT HOLIDAY LIGHTS

\*Does not include installation price.

## MEDICAL

Medical, voluntary dental and vision, life insurance and optional supplemental insurance available to full-time employees at the first of the month, after 60 days of employment.

Individual or family **health insurance** with monthly company contribution!

### Health Savings Account (HSA)

Employee only/Employee Spouse medical coverage are eligible to contribute \$10 and receive a \$10.00 company match per pay period.

Employee Child(ren)/Employee Family medical coverage are eligible to contribute \$20 and receive a \$20 company match per pay period.

**In-Home/Virtual Care**, which includes chat, video and home visits, plus in-home X-rays, 35+ labs and 550+ medications and more (at no cost to employees)

### Employee Assistance Program (EAP)

for anonymous support including stress management, nutrition, legal and financial help.



## DENTAL

### Exclusive \$400 Dental Reimbursement

Super Vac Mfg. will reimburse employees' dental bills up to \$400 per family, per year whether you also have the voluntary dental insurance plan or not.

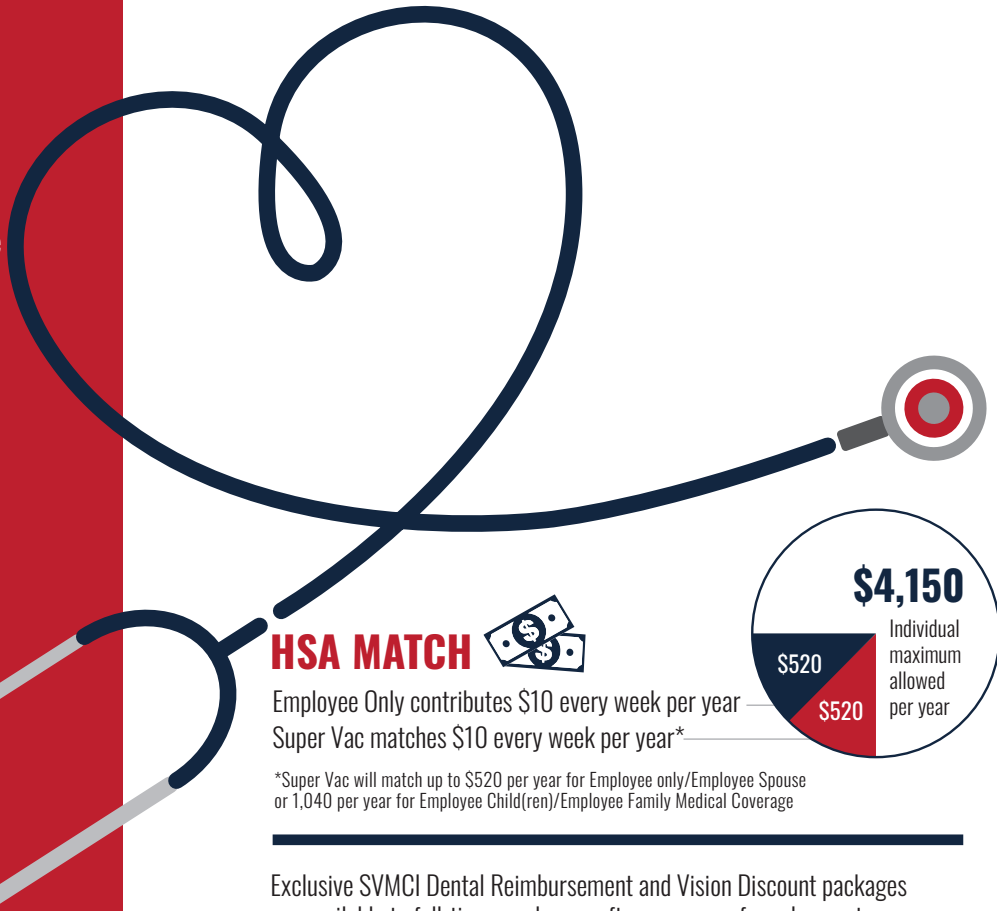
#### SVMCI DENTAL REIMBURSEMENT

\$400\*

TYPE OF DENTAL WORK	AVG. COST
GINGIVECTOMY OR GINGIVOPLASTY**	\$353
EXTERNAL WHITENING	\$293
DEEP-PLANE SCALING & ROOT PLANING*	\$199
FULL MOUTH DEBRIDEMENT	\$199
SIMPLE EXTRACTION	\$197
PERIODONTAL MAINTENANCE	\$150
FILLING (AMALGAM)	\$148
X-RAYS	\$146
ROUTINE TEETH CLEANING	\$100
GENERAL EXAM	\$59
SEALANT (PER TOOTH)	\$59

SVMCI'S \$400 PER YEAR DENTAL REIMBURSEMENT COVERS THE COST OF MOST TYPES OF DENTAL WORK.

# WELLNESS



Exclusive SVMCI Dental Reimbursement and Vision Discount packages are available to full-time employees after one year of employment



## VISION

**Exclusive vision benefit** through Osius Vision in Loveland, CO

- \$90 discounted exams **with \$25 company contribution**
- 20% discounted **prescription safety frames with \$150 18-month company contribution\***

- 550+ MEDICATIONS
- MEDICATION DELIVERY
- CHAT, VIDEO, HOME VISITS
- WELLNESS, ACUTE, CHRONIC CARE
- VIRTUAL MENTAL HEALTH THERAPY
- VIRTUAL PHYSICAL THERAPY
- CARE COORDINATION
- IN-HOME X-RAYS
- 35+ LABS



\*\$400 reimbursement per year. \*\*1-3 teeth. Source: American Dental Association Survey of Dental Fees, 2020.

COVERAGE	CARRIER	OPTIONS	DESCRIPTION
<b>MEDICAL</b> SUPER VAC MANUFACTURING COMPANY, INC PAYS PARTIAL PREMIUM	UNITED HEALTHCARE	Individual or Family HSA Plan (with Health Savings Account)	100% preventative care. Other services covered 100% after deductible is met.  Super Vac will match HSA contributions up to \$520 (Individual) or \$1,040 (Family) per year.
		Individual or Family Copay Plan	Pay a fix amount at each healthcare visit.
		Health Reimbursement Account (HRA)	Reimburses 50% of your out-of-pocket maximum.
<b>SUPPLEMENTAL INSURANCE</b> EMPLOYEE PAYS	GUARDIAN	Voluntary Dental	Covers Preventative and diagnoses, basic and major services, orthodontics (up to age 19)
		Voluntary Vision	Covers exam, lenses, frames, contact lens
		Short Term Disability Coverage	Covers 60% of your pre-disability for up to 12 weeks
		Long Term Disability Coverage	Covers 60% of your pre-disability up to 65 or SSNRA age
		Accident Insurance	Pays a cash benefit when covered members suffer injuries sustained in an accident.
		Hospital Indemnity Insurance	Cash benefit assists with out-of-pocket cost of hospitalization no covered by major medical insurance
		Critical Illness Protection Plan	Covers mortgage or rent, groceries, out-of-pocket plan
		Cancer Plan	Initial diagnoses benefit: Set lump sum for employee, spouse or child

NOTE: Carriers and coverage reflect Super Vac Manufacturing’s 2024 Benefits package. Subject to change February 2025.

LIFE INSURANCE

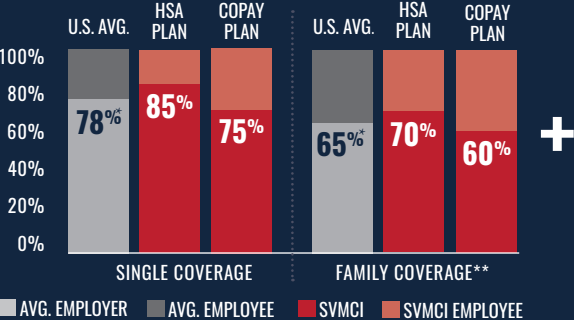
PAID FOR BY SUPER VAC MANUFACTURING COMPANY, INC

SUPER VAC MANUFACTURING LIFE OR DISMEMBERMENT PAYOUT (AFTER 60 DAYS OF EMPLOYMENT)			
GUARDIAN PLAN	EMPLOYEE	SPOUSE	CHILD
BASIC LIFE/AD&D AMOUNT	\$25,000*	\$5,000**	\$2,500**

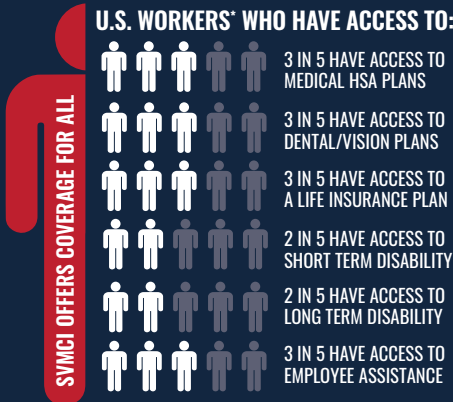
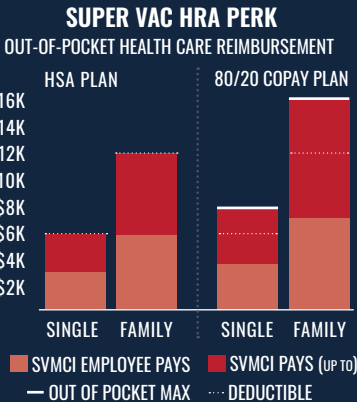
\* Paid to designated beneficiary if employee passes away  
\*\* Paid to employee if employee’s spouse or child passes away

100+ EMPLOYEE PRIVATE U.S. INDUSTRY  
COMPANIES BENEFIT PLAN COMPARISON

EMPLOYER SHARE OF MEDICAL PREMIUMS ON AVERAGE



\*U.S. averages based on non-union employees. \*\*SVMCI also offers Employee + Spouse and Employee + Child(ren) plans.



# GROWTH

## FURTHER YOUR CAREER!

CONTINUED EDUCATION / TUITION  
REIMBURSEMENT PROGRAM (related field only)

Up to **\$5,250** per year per employee

Pay increases, based on select certifications  
(Classes must be taken on your own personal time.)

### WHICH PAYS FOR: (PER YEAR)

2-YEAR COLLEGE\*  
COST PER COURSE = **\$366**

ONLINE COLLEGE\*  
COST PER COURSE = **\$846**

4-YEAR UNIVERSITY\*  
COST PER COURSE = **\$939**

2-YEAR TRADE  
SCHOOL TUITION\*\* = **\$3,059**

2-YEAR COLLEGE\*  
ANNUAL TUITION = **\$3,468**

4-YEAR TRADE  
SCHOOL TUITION\*\* = **\$3,574**

### OR HELPS OUT WITH: (PER YEAR)

4-YEAR UNIVERSITY\*  
ANNUAL TUITION = **\$9,269**

\*Colorado (Public) In-State Average \*\*Average costs for in-state Northern Colorado/Front Range Schools.  
Source: educationdata.org and accreditedschoolsonline.org.

# 401K PLAN

401K Profit Sharing available to full-time employees after first full year of employment.

## RETIREMENT

**4%**

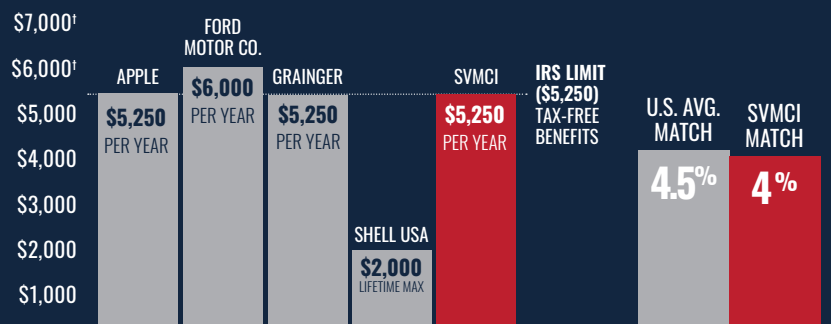
Super Vac Manufacturing  
will **match up to 4%**  
of your contributions  
(pre or post tax)

"THE AVERAGE  
25-YEAR-OLD WILL  
NEED \$9,000 PER  
MONTH TO RETIRE  
AT THE AGE OF 65."

## WHAT IS 401K?

Under a 401(k) plan, employees can contribute a percentage of their salary to their retirement account each month. Super Vac Manufacturing Company, Inc., will match contributions to employee accounts up to 4%.

### 100+ EMPLOYEE PRIVATE U.S. INDUSTRY COMPANIES BENEFIT PLAN COMPARISON



### EDUCATION/TUITION REIMBURSEMENT COMPARISON

### 401K CONTRIBUTION

\*Tuition benefits paid beyond IRS limited \$5,250 amount would be subject to taxation. Source: www.levels.fyi/benefits/Tuition-Reimbursement and company benefit guides.

Source: Bureau of Labor Statistics 2023