

EMPLOYEE BENEFITS

[VIEW CURRENT OPENINGS/APPLICATION](#)



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.



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
DAY 1	<p>SICK TIME ACCRUAL BEGINS FULL-TIME EMPLOYEES 4 hours per month</p> <p>PART-TIME EMPLOYEES 2 hours per month</p>		<p>1 WORK SHIRT ISSUED</p> <p>NEW HIRE REFERRALS Employees receive \$150 bonus for new hire referrals if the new employee stays for 90 days</p>
60 DAYS	<p>FULL-TIME EMPLOYEES HEALTH AND LIFE INSURANCE BENEFITS BEGIN Medical, dental, vision, life and accidental death insurance</p>	<p>FULL-TIME EMPLOYEES 9 PAID HOLIDAYS Determined by company vote + PAID BIRTHDAY OFF</p>	<p>EMPLOYEE DISCOUNT PROGRAM Order items through purchasing using company discounted pricing (#106 Account)</p> <p>Discounts on all company APPAREL</p>
90 DAYS	<p>FULL-TIME EMPLOYEES EMPLOYEE ASSISTANCE PROGRAM (EAP)</p>	<p>PAID TIME OFF ACCRUAL BEGINS FULL-TIME EMPLOYEES Gain 4 PTO hours at the start of each month, up to 48 hours per year until the second January.</p> <p>PART-TIME EMPLOYEES Gain 2 PTO hours at the start of each month, up to 24 hours per year until the second January.</p>	<p>UP TO 4 WORK SHIRTS ISSUED Quantity and choice of T-shirts, polos, welding shirts, mechanic shirts, etc. are dependent on position.</p>
1 YEAR	<p>DENTAL REIMBURSEMENT FULL-TIME EMPLOYEES (\$400/family/year)</p>	<p>ADDITIONAL PAID TIME OFF FULL-TIME EMPLOYEES receive 2 weeks (10 days)</p> <p>PART-TIME EMPLOYEES receive 1 week (5 days)</p>	<p>FULL-TIME EMPLOYEES 401K PROFIT SHARING with company match up to 4%, pre or post tax</p>
5 YEARS	<p>VISION BENEFITS THROUGH OSIUS VISION IN LOVELAND FULL-TIME EMPLOYEES Includes discounted exams and prescription safety frames – plus, Super Vac helps pay the bill.</p>	<p>ADDITIONAL PAID TIME OFF FULL-TIME EMPLOYEES receive 3 weeks (15 days)</p> <p>PART-TIME EMPLOYEES receive 1 week (5 days)</p>	<p>FULL-TIME EMPLOYEES CONTINUED EDUCATION / TUITION REIMBURSEMENT in a related field (up to \$5,250 per year per employee)</p>
6 YEARS		<p>ADDITIONAL PAID TIME OFF FULL-TIME EMPLOYEES receive 1 DAY (16 days) 1 additional day per year will continue through years 6-14 with the company.</p>	<p>GAIN UP TO 5 WORK SHIRTS EACH WORK ANNIVERSARY (Depending on position)</p>
15 YEARS		<p>ADDITIONAL PAID TIME OFF FULL-TIME EMPLOYEES receive 5 weeks (25 days)</p>	

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

APPLY AT JOBS.SUPERVAC.COM

PAID VACATION YEAR**

- 1** = 2 DAYS*
- 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+** = 25 DAYS!

*Up to, based on 48 hours accrued. **Additional weeks/days are earned starting January 1st, after the full year worked.

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

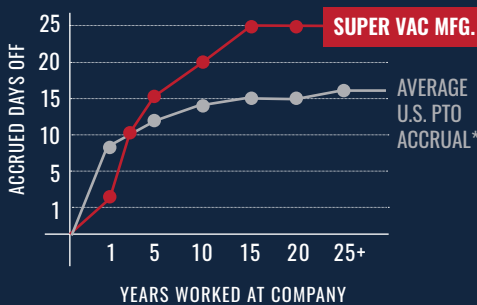
PART-TIME EMPLOYEES:

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

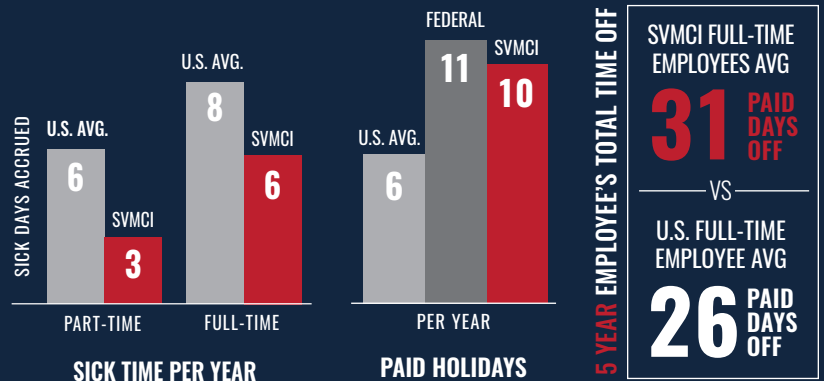
PLUS ...

Super Vacuum Manufacturing offers:
Bereavement
Maternity Leave
Paid Jury Duty

PTO ACCUMULATED PER YEARS WITH COMPANY



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



SVMCI FULL-TIME EMPLOYEES AVG

31 PAID DAYS OFF

VS

U.S. FULL-TIME EMPLOYEE AVG

26 PAID DAYS OFF

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

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

OFFICE WORKER'S APPAREL



POLOS



JACKETS



HOODIES

SPECIAL SAVINGS (#106 ACCOUNT)

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

CAR BATTERY RETAIL COST	SVMCI DISCOUNT
\$265*	\$158* OR LESS

40-50% OFF INTERSTATE BATTERIES

*Prices vary based on battery type and retailer.

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

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

75' KIT RETAIL COST	SVMCI DISCOUNT
\$1,933*	\$973*

50% OFF PERMANENT HOLIDAY LIGHTS

*Does not include installation price.

WELLNESS

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.

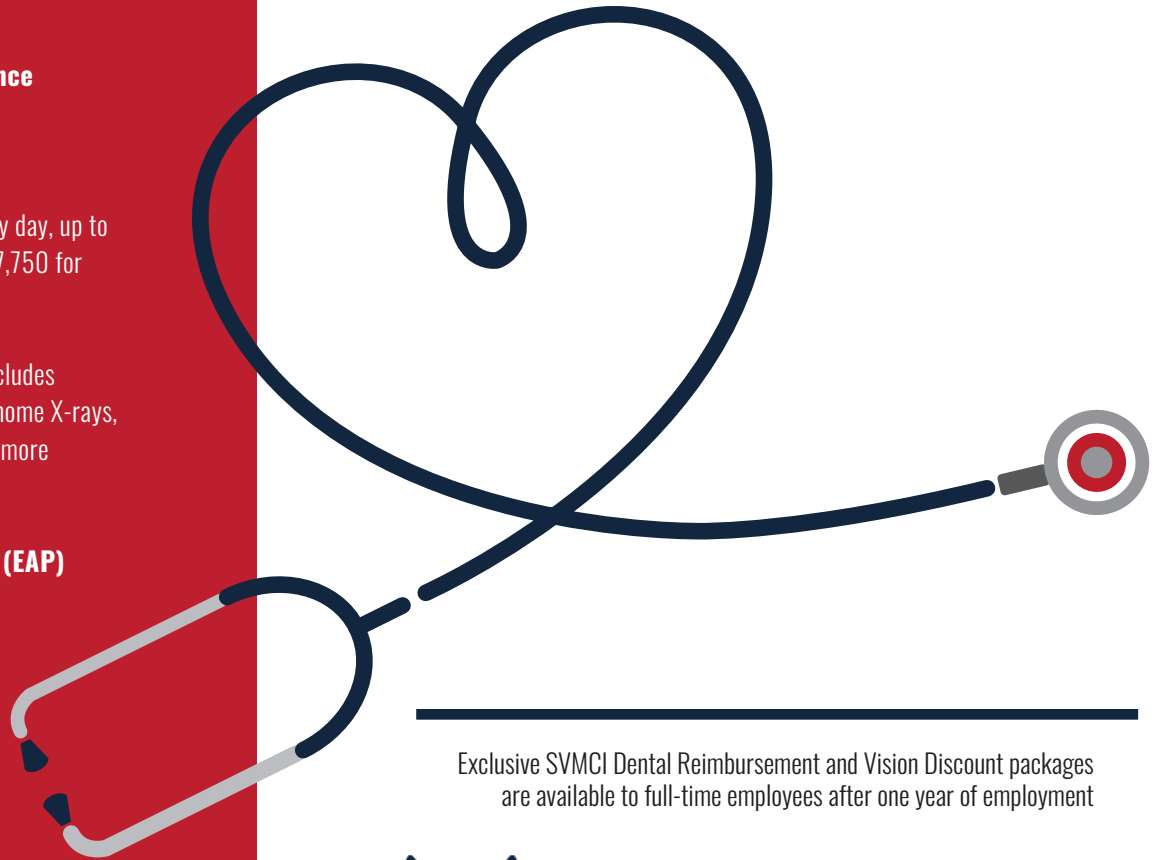
Individual or family **health insurance** with monthly company contribution!

Health Savings Account

Tuck away untaxed dollars for a rainy day, up to \$3,850 for individual coverage or \$7,750 for family coverage

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



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.

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.

(WELLNESS CONTINUED)

COVERAGE	CARRIER	OPTIONS	DESCRIPTION
MEDICAL SUPER VAC MANUFACTURING COMPANY, INC PAYS PARTIAL PREMIUM	CIGNA	Individual or Family Coverage with Health Savings Account (Non-H.S.A. plan also available)	100% preventative care. Other services covered 100% after deductible is met. Health Savings Account (H.S.A) contribute up to \$3,850 individual or \$7,750 for family per year.
		SUPPLEMENTAL INSURANCE 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 Protection Plan	Covers 80+ injuries and services
		Accident and Sickness Indemnity Protection Plan	Covers hospital expenses (Admission, hospital confinement, ICU confinement)
		Critical Illness Protection Plan	Covers mortgage or rent, groceries, out-of-pocket plan costs. (Deductibles, coinsurance, etc)
		Cancer Plan	Initial diagnoses benefit: Set lump sum for employee, spouse or child

NOTE: Carriers and coverage reflect Super Vac Manufacturing's 2023 Benefits package. Subject to change February 2024.

LIFE INSURANCE

PAID FOR BY SUPER VAC MANUFACTURING COMPANY, INC

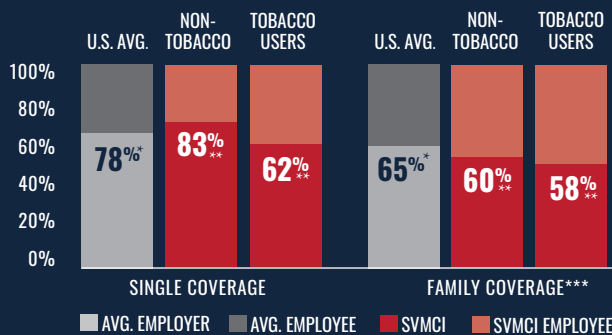
SUPER VAC MANUFACTURING LIFE OR DISMEMBERMENT PAYOUT (AFTER 60 DAYS OF EMPLOYMENT)			
GUARDIAN PLAN	EMPLOYEE	SPOUSE	CHILD
BASIC LIFE AMOUNT	\$25,000*	\$5,000**	\$2,500**
ACCIDENTAL DEATH AND DISMEMBERMENT	EQUAL TO YOUR BASIC LIFE INSURANCE		

* 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

E
IF
YOU
CAN'T
READ
THIS
YOU NEED
AN EYE EXAM

EMPLOYER SHARE OF MEDICAL PREMIUMS ON AVERAGE



*U.S. averages based on non-union employees. **SVMCI percentages based on HSA 100% plan option.
 ***SVMCI also offers Employee + Spouse and Employee + Child(ren) plans.

SVMCI OFFERS COVERAGE FOR ALL

U.S. WORKERS' WHO HAVE ACCESS TO:

- 3 IN 5 HAVE ACCESS TO MEDICAL HSA PLANS
- 3 IN 5 HAVE ACCESS TO DENTAL/VISION PLANS
- 3 IN 5 HAVE ACCESS TO A LIFE INSURANCE PLAN
- 2 IN 5 HAVE ACCESS TO SHORT TERM DISABILITY
- 2 IN 5 HAVE ACCESS TO LONG TERM DISABILITY
- 3 IN 5 HAVE ACCESS TO EMPLOYEE ASSISTANCE

*Numbers based on private U.S. industry non-union employees.

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.

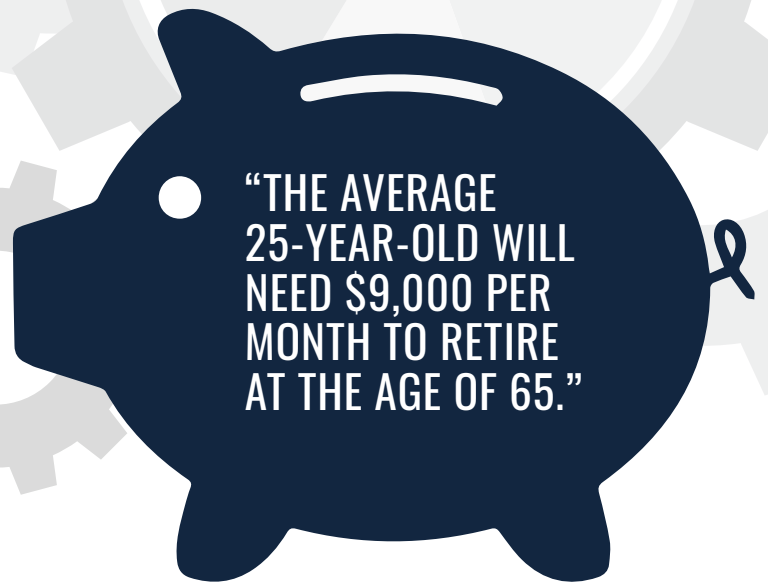
401K PLAN

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

RETIREMENT



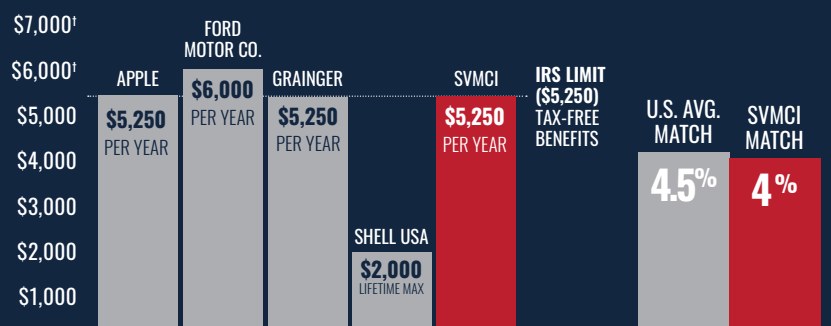
Super Vac Manufacturing will **match up to 4%** of your contributions (pre or post tax)



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.