



Summary of Benefits 2020

Royal Power Solutions Company is pleased to offer its employees the following benefits.

HOLIDAY AND VACATION PAY

Vacation paid on anniversary date

1 year of service = 40 hours vacation time
2 years of service = 80 hours vacation time

10 years of service = 120 hours vacation time

Holiday pay

Eligibility after 90 days of full-time employment.

HEALTH INSURANCE

Medical Insurance

Provided by Blue Cross Blue Shield.

There are 3 plans to choose from: PPO, HSA (Health Savings Acct) and PPO Blue Choice Select.

Dental Insurance

Provided by Principal. Only one plan.

Vision Insurance

Provided by EyeMed.

Further information on each plan is given to a new hire, first of the month after 30 days of employment for Medical only.

BENEFITS

Weekly Deductions

Our POP Plan allows benefit premiums to be paid for with pretax dollars, allowing you to have more money in your paycheck.

UNUM Life Insurance, STD & LTD

These benefits are given to all employees after 90 days of service as a free benefit. Ask HR for details.

UNUM Voluntary Products and Services

Short and Long Disability buy up; Term Life, Group Accident, and/or Critical Life. These benefits are offered on an annual basis to all employees at a minimal cost.

Fidelity 401K Retirement Plan

All employees are eligible for this benefit immediately (date of hire) and need to be 21 or older.

Profit Share Plan

1 year of employment before eligibility.

Fidelity Retirement Account

All employees are encouraged to make a contribution into their retirement account with Fidelity at www.netbenefits.com

Direct Deposit

We also offer direct deposit to your banking institution. Employees may select to deposit paycheck funds into a maximum of 5 separate accounts.

Royal Power Solutions

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Questions?

If you have any questions, please contact our HR Department at: 630.766.2685 x 114