

Vermont Composites, Inc. - Employee Benefits

Vermont Composites provides a comprehensive and competitive benefits package to assist our employees in their work and personal lives. Many of these benefits are offered at low cost or no cost to participants. We continually evaluate our programs with the health and well-being of every Vermont Composites employee in mind. Read on for a look at some of the excellent benefits we offer.

Health Care Coverage

Comprehensive medical and prescription drug coverage is offered through Blue Cross Blue Shield of Vermont. The employee's share of the premium is deducted pre-tax from bi-weekly earnings. Employees that have health insurance benefits elsewhere are eligible for an annual incentive payment for not electing our coverage.

Dental Coverage

Preventative, basic, major and restorative services are offered through Northeast Delta Dental. The employee's share of the premium is deducted pre-tax from bi-weekly earnings.

Life Insurance Coverage

Company paid basic life and accidental death and dismemberment insurance offered through Sun Life Financial provides a benefit of two times an employee's annual base earnings. Optional additional employee life, spousal life and child life insurance policies are also available for purchase.

Short Term Disability Coverage

A fully funded short term disability policy which provides coverage up to 26 weeks is offered through Sun Life Financial.

Long Term Disability Coverage

Extended disability benefits which provide coverage beyond 26 weeks is offered through Sun Life Financial. The cost of the monthly premium is shared between the employee and the company.

Employee Assistance Program

Our EAP offered through United Counseling Services provides confidential and professional assessments to help employees and their families resolve problems that affect their personal lives or job performance. The first three visits are fully paid by Vermont Composites.

Employee 401(k)/Profit Sharing Plan

Employees can elect to defer eligible compensation on a pre-tax or post tax basis which is self directed into a broad range of investment choices. Vermont Composites matches 100% of the first 2% deferred and 50% of the next 4% deferred. Employees are fully vested after two years of employment.

Vacation Pay

Vacation accruals are based on years of service with a benefit of two to four weeks per year.

Paid Holidays

Employees receive ten paid holidays per year which include floating holidays for any of the designated holidays that fall on a weekend day.

Employee Educational Assistance

The company provides financial support for approved courses and seminars at local technical centers, colleges and universities as well as a comprehensive internal training and development program for all employees.

Corporate Health and Fitness

Employees receive a corporate subsidy at a local fitness center and financial support for tobacco cessation programs and aids. All employees have the opportunity to participate in on-site wellness initiatives presented by a registered nurse and physical therapist.