

# ESTES BENEFITS AND INCENTIVES

## HEALTH BENEFITS

Eligibility: Regular, full-time employees and eligible dependents

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts
- Health Savings Accounts
- Core Benefits:
  - › Basic Life Insurance and AD&D Insurance
  - › Basic Dependent Life Insurance
  - › Basic Short and Long Term Disability Coverage
- Supplemental Benefits:
  - › Employee Life Insurance
  - › Spouse and/or Child Life Insurance
  - › Accidental Death & Dismemberment
  - › Short- and Long-Term Disability
- Burnalong
- Right Start 4 Kids
- Virta

## FINANCIAL WELLNESS BENEFITS

- 401(k) Retirement Plan\*
- Discount Benefit Program\*
- Financial Wellness Program\*
- Team Estes Employee Relief Fund Grants
- Estes Scholarships
- Estes Employee Hardship Loan Program
- Military Pay Differential Program\*
- Weekly Pay and Direct Deposit\*
- Credit Union\*
- Workers' Compensation\*
- Employee Assistance Program

\* Indicates benefits for eligible part-time employees

## WORK/LIFE BALANCE

- Paid Vacation
- Paid Personal Days
- Part-Time Sick Pay\*
- Holiday Pay
- Bereavement Leave
- Jury Duty Leave

## RECOGNITION PROGRAMS

- Estes Extra Mile Recognition Program\*
- Driver, Mechanic, and Dockworker Referral Bonus Program\*
- Frequent Employee Referral Program (FERP)\*
- Service Awards
- Million-Mile Awards
- Safe Driving Award
- Claims Bonus Program\*
- Safe Driver Bonus Program
- Preventative Wellness Initiative

## UNIFORMS PROGRAMS

- Estes Uniform Program for Drivers, Dockworkers, and Field Leaders\*
- Safety Footwear Program\*

## REIMBURSEMENTS

- Cellphone Reimbursement
- Mechanic Tool Replacement Program

## TRAINING PROGRAMS

- The Estes Driving School
- Ongoing Training\*

## ESTES-BRANDED MERCHANDISE

- Estes Company Store\*

