



PAYDAYS

Paydays are every week for hourly employees and biweekly for salary.



PAID TIME OFF

We offer paid time off (PTO) to our full-time and part-time employees. Employees start accruing on day 1.



HOLIDAYS

Beachley observes 8 paid holidays each year:

- o New Year's Day
- o Memorial Day
- o Independence Day
- o Labor Day
- o Thanksgiving
- o Day after Thanksgiving
- o Christmas Eve
- o Christmas Day



DISABILITY

We offer short-term disability insurance, fully paid for by Beachley. It will pay you a benefit of \$250 a week for up to 26 weeks.



LIFE INSURANCE

We offer a \$20,000 term life insurance policy to full-time non-exempt employees and a \$40,000 term life insurance policy to full-time exempt employees.



CASUAL DAYS

Dress for your day! Choose the attire that fits your schedule, environment, location, and personal brand.



Matching 401(k) Plan

Beachley offers a 401(k) plan and we will match up 100% of your contributions up to 4% of your salary. Your contributions are immediately vested.



MEDICAL

Beachley offers group medical insurance through Carefirst BlueCross BlueShield to full-time employees and pays a significant portion of the premiums for you, your spouse and children.



HEALTH REIMBURSEMENT ACCOUNT

Beachley offers an HRA debit card to help fund deductible expenses such as co-pays, prescriptions, etc. Beachley pays 100% of...

- o Individual's deductible: \$2,500
- o Family's deductible: \$5,000



DENTAL

Beachley offers group dental insurance to full-time employees and covers 100% of the premiums for you, your spouse, and children. Coverage applies to in-network providers.

- o \$1,000 per person annual maximum benefit
- o \$50 individual/\$150 family deductible
- o 100% of preventative work
- o 50% of major dental work



VISION

Beachley offers group vision insurance to full-time employees through Carefirst BlueCross BlueShield.

- o \$10 exam copay for eye exam every 12 months
- o No copay for frames once every two years and contacts or glasses lenses every 12 months.



BIRTHDAYS

On your birthday we make sure to pass along a gift to show our appreciation!