

Atkins Farms offers benefits to full-time employees as follows:

Earned Sick Time: Full-time employees are entitled to earn up to 5 working days (40 hours) of earned sick time per year. Sick time hours may be accumulated up to 20 working days. New full-time employees will be eligible to receive 19.98 hours of sick time after they have successfully completed 6 months of full-time employment. After the first 6 months, employees will accumulate sick time at the rate of 3.34 hours per month.

Personal Leave: Full-time employees are eligible for 24 hours of personal leave during the calendar year which are accumulated at the rate of 2 hours per month. Employees must be employed for 6 months before being eligible to accumulate personal time.

Vacation Time: Full-time employees are entitled to the following vacation time: 1 week (40 hours) paid vacation leave after completing 1 year of full-time employment. 2 weeks (80 hours) paid vacation leave after completing 2 years of full-time employment. 3 weeks (120 hours) paid vacation leave after completing 10 years of full-time employment. 4 weeks (160 hours) paid vacation leave after completing 18 years of full-time employment.

Paid Holidays: Full-time employees who have completed 6 months of full-time employment will receive 6 hours pay at their regular rate in addition to premium pay according to state law for hours worked on the following holidays: New Year's Day, Memorial Day, July Fourth, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day. If a full-time employee who has completed 6 months of full-time employment does not work on one of these holidays, then they will receive only the 6 hours pay at their regular rate apart from Christmas and Thanksgiving which are 8 hours pay at your regular rate. Atkins is open on Thanksgiving Day until Noon. Atkins is closed on Christmas Day and Easter Day.

Health & Dental Insurance: After 3 months of full-time employment, employees are eligible to apply for Atkins Health & Dental plans.

Disability & Life Insurance: After 6 months of full-time employment, employees are automatically enrolled into a Disability and Life Insurance Group Plan. Disability Insurance includes 60% of your pay until age 65. The Life Insurance policy is equal to \$25,000.

401K plan: Employees 21 years of age and older who have completed 1 full year of employment and work 1,000 hours per year are eligible to enroll in Atkins Salary Reduction Savings Program. Atkins will match 50% of your contribution up to a maximum of 5% of your pay.

Discounted prices on products and instore discount.

Benefits are subject to change.