

EMPLOYEE BENEFIT CHANGES

Resulting from the 2014 Benefit Survey

✓ **Salary/Hourly Wage Increase**

Starting pay increased to \$11.00/hr. from \$8.50/hr. effective December 18, 2014.

✓ **Retirement Savings Plan (401K with Employer Contribution)**

Effective October 1, 2015. Wernle will now match a portion of your contributions.

✓ **Paid Days Off Payout at End of Year**

Effective November 2014, year end payout for unused PDOs at 50%.

Affordable Health Insurance Plan

Effective January 1, 2015, affordability was maintained along with the addition of an Employee Assistance Program.

✓ **Dependent Care/Health Care Reimbursement (FSA)**

Maintained as part of the benefit package

✓ **1 Year Leadership Development Institute**

Effective January 1, 2015.

✓ **Mentorship Program for New Hires**

Effective June 1, 2015.

✓ **Local Fitness Facility Membership**

Effective November 1, 2015. Family Fitness Works –Free to full time employees – a \$50 savings for employees, additional discount available for family members.

✓ **Multi-Phase Hiring Process**

Effective February 2, 2015 with addition of Predictive Index Survey.