



# Benefits Summary

Over 75 years of innovation, one great idea after another, our employees commit to doing the best job possible because we have a responsibility to manufacture the best exterior products in the market.

## PAY

- Competitive base pay
- Annual review of pay

## RETIREMENT

401(k) through Securian Financial

- Annual discretionary profit-sharing employer contribution of up to 10%. Eligibility after 3 months of employment.
- 2% employer match, and a 3% automatic employer contribution

## OTHER PERKS

- Paid parental leave | Must be employed with company for at least 1 year to receive up to 80 hours of paid parental leave
- Employee discount program - up to 25% off EDCO Products
- Paid time off
- 8 paid holidays
- Wellbeats - access to 600+ on-demand workouts
- Travel assistance program
- Employee Assistance Program (EAP)

## INSURANCE

Health insurance & Dental offered through Health Partners. Vision offered through VSP.

Eligibility after 30 days of employment.

- Copay plan: \$1,500 deductible (individual) or \$4,500 (family)
- HDHP: \$3,000 deductible (individual) or \$6,000 (family)
- Company HSA Contribution (for HDHP only): Up to \$500 annually (single) or up to \$1,000 annually (family)
- Flexible Spending Account (FSA) through Optum
- Dental & Vision Insurance
- Life Insurance | Company covers eligible employees 1x their salary up to \$125,000. All other plans are paid by employee.
- Accidental Death & Dismemberment Insurance
- Short Term Disability
- Long Term Disability

**Want to know more?**

Check it out [HERE](#)