



## Lincoln Tool & Design Job Benefits – 2024

1. Paid Vacation
  - a. 80 hours awarded, Year 1 - 9
  - b. 120 hours awarded, Year 10 and after
  
2. Paid Holidays – Eight Paid
  - i. New Year’s Day
  - ii. Memorial Day
  - iii. Independence Day
  - iv. Labor Day
  - v. Thanksgiving
  - vi. Day after Thanksgiving
  - vii. Christmas Eve
  - viii. Christmas Day
  
3. Health Insurance Benefits

*Health, Dental, and Vision benefits*

  - a. Employee Health Care Insurance (see chart)
  - b. Dental Insurance (see chart)
  - c. Vision Insurance (see chart)
  - d. Payroll deductions for insurance are pre-tax.
  
4. 401(k) Retirement Plan

*There is a 6-month waiting period for all employees over the age of 21.*

  - a. Company match of 100% up to 3% employee contribution.
  - b. Company match of 50% on the next 2% of the employee. (Max LTD contribution is when employee contributes at least 5%, LTD matches 4%.)
  - c. Payroll deduction pre-tax (state & federal income tax).
  
5. Company pays for \$50,000 of life insurance on employee.
  - a. Employee can purchase, at their cost, additional life insurance for self and family.
  
6. Profit Sharing
  - a. Quarterly profit sharing
  
7. Personal Tool Payroll Deduction
  - a. Company purchases personal tools to be used at LTD for employee and deducts cost through payroll.