

# Benefits

**No question.** Trex Enterprises Corporation has one of the best family-friendly benefit packages in the industry. We are the benchmark for other organizations to meet.

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## Paid Time Off

The best paid time off plan in the business for full-time and part-time employees. PTO accrues from day one.



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## Dental Insurance

Dental coverage for employees and qualifying dependents. Includes orthodontic coverage as well. Keep that great smile!



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## Vision Plan

Vision coverage for employees and their families. Employee coverage includes annual exams, lenses every 12 months (if required), and frames every 24 months for the employee and their qualifying dependents.

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## Medical Insurance

A choice of an HMO or POS health plan to cover employees and their families. \$10 generic and \$20 for most brand prescriptions.



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## Healthcare

Trex pays 100% of Medical, Dental, and Vision Premiums for employees and qualifying dependents. Our employees and their families are important to us.

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## Bereavement Pay

The company provides employees with paid time off in the event of the death of a close relative.

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## Career Development

One of our best benefits! Up to \$4,000 to go to college, or take an advanced course of study. This benefit can cover tuition and lab fees. We want you to be excellent at what you do best.

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## Life Insurance/AD&D

The amount of life insurance for Trex employees is 200% of your annual earnings (prior to 65<sup>th</sup> birthday and subject to a maximum amount of insurance of \$300,000).

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## Six Paid Holidays

- New Year's
- Memorial Day
- Independence day
- Labor Day
- Thanksgiving
- Christmas

**AD&D** coverage - 2x's your annual salary (max. up to \$300,000) for accidental death and dismemberment.

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## Floating Holidays

Trex Enterprises provides four floating holidays between Christmas and New Years.



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## \*\*Other Benefits\*\*

Short term disability, workers compensation, unemployment insurance, annual holiday party, summer events, monthly bagels/donuts, and monthly birthday celebrations with lots more.

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## Retirement

**401(K) Savings Account**  
Employees may elect to participate in our 401(K) retirement savings program after two months of service. If you contribute 1% into the program, the company will contribute 2%, and if you contribute 4% of your pay into the program, Trex Enterprises matches that up to 4.5% percent.

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## Income Continuation

Trex Enterprises offers pay continuation for employees on short-term disability.

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## Jury Duty/Court Pay

We pay an employee's salary for up to 10 days if called for jury duty in their community.

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