

# TEMPORARY EMPLOYEE BENEFITS – TRANSPORTATION EMPLOYEES ONLY

Benefit	Benefit Description	Eligibility	Key Dates
Medical, Dental, Vision Insurance Plans/Standard and Term Life Insurance	Coverage includes (but not limited to) Hospital, Doctor's Office, Lab and X-ray, Home Healthcare, Medical Equipment and Supplies, Prescription Drugs, Therapy	Must elect coverage within 30 days of hire date	Open Enrollment Period runs June 1 <sup>st</sup> to July 1 <sup>st</sup> annually (may change slightly from year to year)
401k	Eligible employees can contribute to company 401k savings plan.	Eligible to enroll 30 days after hire date.	Email <a href="mailto:AskBenefits@Staffmark.com">AskBenefits@Staffmark.com</a> or contact your local Staffmark representative for details
Skylight Financial Electronic Debit Card	Eliminates hassle and expense of cashing check, allows an individual without an established bank account the freedom and ease of electronic pay and direct deposit	May enroll at any time during employment	Will receive paper check until electronic deposits begins – in most cases immediate card activation with no delay.
Direct Deposit	Funds deposited directly to your bank account making funds conveniently and quickly available	May enroll at any time during employment	Will receive paper check until electronic deposits begin, typically 2-3 pay periods
FMLA – Family Medical Leave Act	Eligible employees receive up to 12 weeks of unpaid time off for qualifying reasons (with advance notice and certification)	Eligibility begins after one year of employment and 1,250 hours worked in the previous 12 months	None
Holiday Pay	Earn \$\$ for 6 paid holidays	Eligible after you work 1,500 regular hours in rolling 12 months. Must work scheduled day before and day after holiday (customer referred employees not eligible)	Paid holidays are New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day *Hours worked at designated customers not eligible for inclusion
Temporary Referral Bonus	Earn \$\$\$ for every person you refer to us who are seeking temporary and temporary-to-hire positions	Referral programs vary, check with your representative for details.	None
Wage Enhancer	Increase driver wages by 4% OR \$1,000 annually	Paid out once employee achieves 1,500 hours as a driver.	Paid once per calendar year. Accrual begins January 4, 2016 or time of hire, whichever is earlier. Non-driving hours do not qualify for accrual.
Kenexa Provelt Software Tutorials	Employees wanting to upgrade their software skills may take advantage of software tutorials in our offices	Must request access and computer time prior to arriving in office	None
Verizon Wireless Discount Program	Sign up with Verizon Wireless and save 15% off of monthly bill and 25% off eligible accessories.	Discount applies to both new and existing Verizon Wireless customers. Must register via <a href="http://www.staffmark.com/vzw">www.staffmark.com/vzw</a> to receive discount.	None
Payless ShoeSource Discount Program	Receive 15% off the purchase of any item in the Outback Rugged Footwear line at Payless Shoe Source.	Must present coupon at time of purchase. Visit <a href="http://www.staffmark.com">www.staffmark.com</a> and click on Employees/Employee Benefits & Incentives to download coupon.	None