



Employee Benefits

- **Oregon Sick Leave**
 - The employee receives 40 hours of sick leave starting on their anniversary date
 - Sick leave is available on the 91st day of employment
 - The year is based on the employee's anniversary date
 - Paid at current hourly rate
 - Resets to zero on employee's anniversary

- **Paid Medical**
 - Paid Medical is available on the 91st day of employment
 - Employee only (dependents may be added at employee's expense)

- **Paid Time Off (PTO)**
 - 40 hours after year 1 & year 2
 - 80 hours after year 3
 - 120 hours after year 5
 - PTO is front loaded

- **401k: Sign up using enrollment form or at www.slavic401k.com using DOB and SS#.**
 - Enrollment eligible after the 90th day of employment
 - Madras Marine matches 401k 100%, up to 4%.

- **Paid Holidays: 6 major holidays**
 - After 90-days of employment:
 - New Year's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

Madras Marine closes annually for two weeks at the end of December, unpaid. Dates vary yearly and will be posted on the Employee Calendar. It is the employee's responsibility to financially prepare for two weeks of no income.

Benefits are calculated based on the employee's anniversary date. Employees will receive two weeks' notice if a reduction in benefits occurs.