



Elias Brothers Communities Management, Inc. Employee Benefit Information

Thank you for your interest in employment with Elias Brothers Communities. At E.B.C. we realize that benefits can play an important role in your decision to consider employment with an employer. That's why the Human Resources Department has summarized our current benefit package for you below. Please review the benefit information provided and contact the Human Resources Department at (239) 354-2080, if you have any questions.

Eligibility: Full time employees working for E.B.C. Management, Inc. are eligible to participate on the first of the month following ninety (90) days of continuous employment.

INSURANCE:

The benefit package options consist of:

- Medical Insurance- Blue Cross and Blue Shield of Florida
- Vision Insurance- Covered under Blue Cross and Blue Shield of Florida
- Dental Insurance - MetLife - PPO Structure
- Short Term Disability - Principal Financial Group
- Long Term Disability - Principal Financial Group
- Life Insurance - Principal Financial Group
- AFLAC- Supplemental Insurance

Retirement Savings: E.B.C. offers a Safe Harbor defined-contribution plan and participation is voluntary. There is a six (6) month waiting period for enrollment. Employees choose from a variety of investment options and are fully vested upon enrollment. Enrollment in the program will take place quarterly or during annual open enrollment period.

LEAVE:

Holidays: There are nine (9) paid holidays which include New Year's Day, Floating Holiday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Day after Christmas.

Vacation: Vacation time is provided to Full Time eligible employees. Vacation time is accrued per pay period. Vacation accrual rate is based on the level of your position and increases based on years of service. An accrual schedule for the position you seek will be outlined to you at the time the offer of employment is extended.

Sick: Sick time is provided to Full Time eligible employees. Sick time is accrued per pay period. Sick accrual rate is based on the level of your position and increases based on years of service. An accrual schedule for the position you seek will be outlined to you at the time the offer of employment is extended.

FINANCIAL:

NOTE: The information listed above is provided for informational purposes only and is not an implied or written employment contract. This information is subject to change as a result of policy changes. An orientation to cover this information will be conducted soon after your start date.

Pre-tax benefits: Employee-paid premiums for health, dental and supplemental insurances may be pre-taxed annually in accordance with IRS regulations (up to a specified limit for certain benefits). Annual enrollment is required.

EDUCATIONAL/CONTINUING EDUCATION:

Training/Seminars: E.B.C. provides technical and general training opportunities in-house as well as state and local seminars, workshops, conferences, etc. Advance supervisor approval is required.

MISCELLANEOUS:

Company Cell Phones: Appropriate staff are provided with company cell phones.

Company Vehicle: Provided to staff as appropriate for use on company property.

OTHER BENEFITS AND PROGRAMS: (See Human Resources for specific program information)

**Direct Deposit

**Home Purchase Discount (when you purchase in our developments)

**On-Site Dry Cleaning pick up and delivery service

**Discounted Movie Tickets

**Corporate Events – Annual Holiday Party, Summer Picnic, Team Building Events,

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