



## Vista Manufacturing Inc. offers the following employee benefits:

- \* \$1,000 Sign-on Bonus  
(\$250 after 90 days of employment, \$250 after 180 days and \$500 after 1 year)
- \* Holiday pay starts on 1<sup>st</sup> day of employment
- \* Employee Assistance Program available to all employees on 1<sup>st</sup> day of employment
- \* \$500 Referral Bonus for any new hires you have referred who have successfully completed 90 days of employment.
- \* Breakfast provided when scheduled to work weekends
- \* \$25 Meijer Gift Certificates provided for Thanksgiving holidays
- \* Initial 90-day performance and wage review
- \* Annual performance and wage review
- \* Annual bonus depending on business conditions and performance
- \* All company jobs posted internally for career advancement and opportunity
- \* Paychecks issued weekly via direct deposit
- \* After 90 days of Employment:
  - 1 week paid vacation
  - Health, dental, & vision insurance
  - FSA/HSA
  - Basic life insurance of \$30,000(provided at no cost to you)
  - Voluntary additional life insurance
  - Aflac
  - Annual safety shoes reimbursement up to \$60
  - Annual safety prescription glasses reimbursement up to \$80
- \* After 1 year of Employment:
  - 2 weeks paid vacation
  - 401k(Vista contributes 3% of your wage regardless of your direct contribution)
- \* Part-time and summer help positions are also available