



Your success starts here.

BENEFITS

{PRIVATE }Benefit	Brief Description	Who Pays The Cost?
Insurance Medical Plans Dental Insurance	Eligibility is within your first 30 days of employment. Vanir CM provides coverage through either Kaiser or The Guardian. Vanir pays employee and dependent monthly premiums. The firm offers dental coverage through The Guardian. Vanir CM pays employee and dependent monthly premiums.	The company pays monthly premiums. The company pays monthly premiums.
Group Coverage Life Insurance Long-term Disability Accidental Death and Dismemberment	Eligibility is within your first 30 days of employment. Each employee has a \$15,000 policy through The Guardian Life. This plan is provided through The Guardian. Your monthly benefit is 60% of your basic monthly rate, not to exceed \$5,000 per month, and starts after 3-months of continuous disability. Benefits are paid if you suffer a covered loss due to an accident.	The company. The company. The company.
Leave Time Vacation Holidays Sick	Time begins to accrue immediately. Regularly scheduled full-time employees are eligible for a minimum of 12 workdays per year, or 8 hours per month. This time increases with your years of continuous employment. Vanir CM recognizes 10 holidays per year. One, your floating holiday, is personally determined by you and can be used after completing 90 days of employment. Vanir CM provides 4.7 hours of sick time per month (a little over 7 days per year).	The company. The company. The company.
Retirement 401(k) Retirement Savings Plan	You may enroll semi-annually after completing 4 full months of employment. From 1% to 100% of your salary can be deferred, tax-free, each year. Vanir intends to make matching contributions up to 5% of the total compensation paid to all employees. This matching contribution will be tied to your years of service based on the following formula: Less than 3 years with Vanir = 50% 3 years + = 100%	You and the company contribute to your savings.



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Bonus	Employees actively employed at the end of Vanir's Fiscal Year (October 31) are eligible for consideration.	The company.
Professional Training		
Registration Fees	The company will reimburse the annual professional registration renewal fee for all qualified engineers and architects for the state in which the employee is assigned.	The company.
In-House Training	Vanir conducts conferences designed to update information, expand knowledge, and communicate with employees assigned to other projects.	The company.
Other Benefits		
Social Security and Medicare	Both you and Vanir pay Social Security taxes so that you may receive benefits when you retire or become disabled. In case of death, your survivors may also be eligible for benefits. For further information, you may contact the Social Security Administration.	You and the company share the cost.
Workers' Compensation	Workers' compensation provides disability, survivor death benefits, and medical benefits for work-related injuries.	The company.
Unemployment Insurance	Unemployment compensation insurance may provide a weekly benefit if you are temporarily unemployed. To be eligible you must meet State and/or Federal requirements.	The company.
Services		
Payroll Direct Deposit	Direct Deposit of your paycheck to your checking and/or savings accounts.	The company.
Amusement Park/Retail Discounts	Savings opportunities are passed on to you.	The company.
Annual Banquet and Picnic	Each employee and their spouse/guest is invited to the annual business meeting and dinner. The company treats all guests to an evening of dinner and dancing. At Vanir's annual picnic, employees and families are invited to enjoy a BBQ, games and entertainment.	The company.