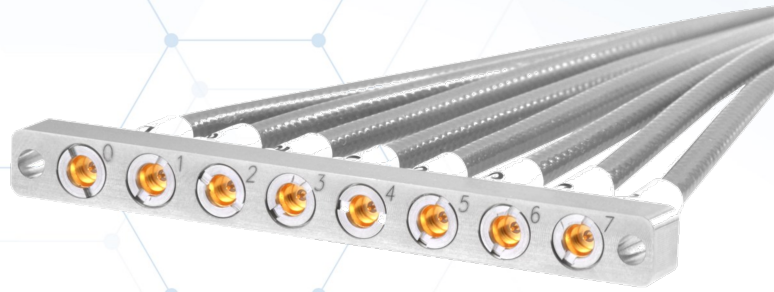




DELTA

Electronics Mfg. Corp.



Benefits & Perks

NON-EXEMPT
EMPLOYEE
BENEFITS
OVERVIEW



Now I'm going to school to be an engineer and Delta is helping pay my tuition.

I thought I wanted to be a nurse



We've got a great culture here at Delta with lots of opportunity for growth & advancement.

We both started in assembly and now we've been certified for soldering and RF cable assembly.

HEALTH AND WELLNESS
FINANCIAL WELLNESS
PAID VACATION

EMPLOYEE BENEFITS

Delta Electronics Mfg Corp employees are eligible for Voluntary Benefits day one of employment.
Minimum thirty (30) hours scheduled per week.

CORE DELTA BENEFITS

EMPLOYEE GROUP HEALTH PLAN



Provider: *Blue Cross Blue Shield of New England*

Voluntary Coverage for an Individual or a Family

- HMO for participants living in New England
- PPO for all participants living outside the area

DENTAL INSURANCE



Provider: *Altus Dental Insurance Company*

Voluntary Coverage for an individual, an individual plus one, or a Family

LIFE INSURANCE

Provider: *Mutual of Omaha*

100% Company paid. Amount is equal to estimated annual earnings. Life Insurance includes equal amount of Accidental Death and Dismemberment

SHORT TERM DISABILITY

Provider: *Mutual of Omaha*

Short Term Disability—supplements the Massachusetts Paid Medical Leave thirteen (13) weeks.

LONG TERM DISABILITY

Provider: *Mutual of Omaha*

Long Term Disability covers 60% of monthly pay to retirement age.

FLEXIBLE SPENDING AND DEPENDENT CARE ACCOUNTS



Provider: *Reimbursement Specialists, Inc (RSI)*

Flexible Spending—Yearly election from \$ 300 - \$ 2,750

Dependent Care—Yearly election from \$ 300 - \$ 5,000

\$ 500 max carryover

401 (K) RETIREMENT PLAN



Provider: *Lincoln Financial Group*

All employees 21 years of age and over are eligible . Auto enrollment for new hires at a contribution of 3%. Current match is 25% of the first 4% deferrals.

TIME OFF BENEFITS

PAID TIME OFF (PTO) - NO WAITING PERIOD; ACCRUALS BEGIN DAY OF HIRE

PTO is accrued weekly as follows for a full-time employee working forty (40) hours:



Length of Service	PTO hours Earned per Week	
Less than one year	0.769	(annual rate - 40 hours)
One year, less than five years	1.538	(annual rate - 80 hours)
Five years, less than 15 years	2.308	(annual rate - 120 hours)
Fifteen years and over	3.077	(annual rate - 160 hours)

SICK TIME - 90 DAY WAITING PERIOD, ACCRUALS BEGINS DAY OF HIRE



In accordance with the Massachusetts Earned Sick Leave Law, all employees can earn up to forty (40) hours of sick time in a calendar year. Eight (8) hours is accrued on the first of each month until forty (40) hours are reached.

COMPANY PAID HOLIDAYS

Eight and one half Holidays each calendar year. No waiting period.

FLOATING HOLIDAY

One day per year if hired prior to July 1st of that year.

ADDITIONAL TIME OFF BENEFITS - JURY AND WITNESS DUTY, BEREAVEMENT, AND UNPAID PERSONAL LEAVE

ADDITIONAL BENEFITS



DIRECT DEPOSIT - Setup required upon date of hire.

EDUCATIONAL ASSISTANCE - Sixty (60) day waiting period.

EMPLOYEE ASSISTANCE PROGRAM - Available on date of hire.

SAFETY SHOES - Available on date of hire if needed for position.

UNIFORM RENTAL - Thirty (30) day waiting period.

TOOL PURCHASE - Payroll Deductable, Ninety (90) day waiting period.

SERVICE RECOGNITION AWARDS - Each five (5) years of Service.

EMPLOYEE REFERRALS - Ninety (90) day waiting period.

CALL IN PAY - No waiting period.



We Are Hiring Machinists

I completed the e-team training and started working at Delta 5 years ago while still in the program. I am now the lead for the Swiss CNC lathe area & I'm proof that there is opportunity for growth at Delta.



I started working in assembly and worked my way up into engineering.

I'm now an electrical engineering technician.

Come join our Delta team.

Delta Electronics Mfg. Corp.

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