



Welcome to Nuvar! By joining our team, you are eligible for the following benefits:

### **Competitive Pay**

We offer competitive pay to all of our employees. Nuvar strives to maintain a fair wage system that is based on performance and attendance.

### **Paid Breaks (production employees)**

Each day, all production employees receive a 10 minute paid break and a 20 minute paid lunch break.

### **Attendance Bonuses (production employees)**

For each month that you have perfect attendance, you will be awarded a \$50 bonus. In addition, for each quarter in which you have perfect attendance, you will be awarded a bonus of \$100 (1<sup>st</sup> quarter), \$125 (2<sup>nd</sup> quarter), \$150 (3<sup>rd</sup> quarter), or \$225 (4<sup>th</sup> quarter).

### **Health Insurance**

Nuvar offers health insurance at an affordable rate for all full time employees after 60 days of hire.

### **Dental & Vision Insurance**

All full time employees are eligible for our dental and vision insurance programs after 60 days of hire.

### **Flexible Spending Account**

Employees are able to put away pre-tax dollars for medical, dental, or vision expenses on an annual basis.

### **Life, Short Term Disability & Long Term Disability Insurance**

Nuvar provides life insurance for all employees and dependents as well as short & long term disability insurance plans at no cost to the employee.

### **401(K) Plan**

Nuvar offers a 401(K) plan with a 30% match on up to 6% of your pay.

### **Paid Time Off Benefits**

Nuvar offers a competitive paid time off earning system for all full and regular part time employees.

### **Holidays**

All full and regular part time employees are eligible for 7 paid holidays each year along with 3 floating holidays.

### **Wellness Plans**

Nuvar offers membership reimbursement programs at both MVP Fitness and Planet Fitness.

### **Family Benefits**

All employees are eligible to participate in the Camp Geneva scholarship program as well as the Holland Aquatic Center discount program.

### **Environment**

We pride ourselves on having a clean, well-lit facility with employees that treat each other with respect.

### **Employee Events**

Nuvar shows appreciation to all employees through events like a summer picnic, Christmas lunch, and monthly 'Communication & Celebration' meetings.