



## 2023 Benefits Overview - Drivers

**At BRT, Our Leaders Are Also Drivers!**

### Paid Time Off\*\*

1st Calendar Year: **80** hours *(prorated based upon date of hire)*  
 2nd Calendar Year: **96** hours      5th Calendar Year: **144** hours  
 3rd Calendar Year: **112** hours      6+ Calendar Years: **160** hours  
 4th Calendar Year: **128** hours

### Parental Leave\*\*

5 days of the Team Member's regular, hourly pay rate will be paid at 8 hrs/day for the birth or adoption of a child.

### Bereavement Time\*\*

8 hours of the Team Member's regular, hourly pay rate for bereavement time will be paid. Up to three bereavement days will be granted depending upon circumstances.

### Jury Duty\*\*

The difference between a Team Member's regular daily earnings (based upon an 8 hour work day) and the amount they receive for jury duty service will be paid for up to three days.

### Holidays

8 hours of the Team Member's regular, hourly rate will be paid for the following : New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. *(eligible immediately after hire)*

**Wage Adjustments** are regularly reviewed & made as needed.

**Safety Trainings** are conducted on a regular basis.

**Overtime** is paid after 40 hours every week.

**Shoe Allowance** - Boots are reimbursable up to \$125 ea. yr (1x).

**Uniforms** - A full set of uniforms are issued at hire. Additional items needed may be requested throughout the year.

### Per Diem Reimbursement

Per Diem reimbursement is issued at \$35 per each assigned night spent away from their home base.

**\*\*F/T Team Members are eligible on the 1<sup>st</sup> of the month following 30-days.**

### Recruiting Bonus

**All Driving Positions: \$2,500 + additional \$1,000** if a new driver's referral is hired within 90 days of the new driver's start date.

**Non-Driving Positions: \$1,500**

*(all recruiting bonuses are paid in 4 equal quarterly installments)*

### Flexible Spending Accounts\*\*

**Healthcare** -Allocate up to \$3,050 in pre-tax dollars (via payroll deductions) to use for non-covered medical expenses incurred during the calendar year. *(Federal allowance may change each year.)*

**Dependent Care** -Allocate up to \$5,000 in pre-tax dollars (via payroll deductions) to use toward child care or adult dependent care expenses. *(Federal allowance may change each year)*

### 401(k) Plan\*\*

Empower Retirement Services administers our 401(k) Plan. Team Members are eligible to participate on the 1<sup>st</sup> of the month following 30 days of employment. BRT matches 25% on the first 6% contributed by the Team Member.

### Supplemental Buy-up Life and AD&D Insurance\*\*

Additional coverage is available to purchase from MetLife for self, spouse and children through payroll deductions.

### AFLAC Supplemental Insurance\*\*

Short-Term Disability; Cancer; Critical Illness and Accident policies are available to purchase through payroll deductions.

### Legal Program\*\*

Enjoy easy access to attorneys for common legal issues such as real estate, wills, estate planning, traffic issues, debt collection, tax audits and identity theft.

**Pet Insurance\*\*** available through Nationwide.

## HEALTH INSURANCE

*(Contribution Rates are shown in bi-weekly payroll deductions)*

Coverage	Base Medical Option	High Medical Option	Dental	Vision	Vision Annual Allowance
Team Member	\$121	\$160	\$12	\$2.48	\$130
Team Member & Child(ren)	\$194	\$256	-----	-----	-----
Team Member & Spouse* / TM + 1	\$253	\$335	\$23	\$4.98	\$130 each
Family	\$347	\$461	\$39	\$6.66	\$130 each
Annual Deductibles (individual/family)	\$1500 / \$3000	\$1000 / \$2000	\$0 / \$0	\$0	-----

*Note: These premiums are based on non-tobacco-user discounted rates. Tobacco users pay higher premiums.*

*\*BRT has a spousal exclusion policy for working spouses who are offered benefits through their employer.*

Rev. 8/15/2023