



## 2024 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** pay

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

**Uniforms** - A full set of uniforms is 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

**For Drivers: \$1,000**

**All Other positions: \$500**

(Applicable to all Team Members and paid in 4 equal quarterly installments, as long as both referred and referring Team Members are still employed with BRT)

### Flexible Spending Accounts\*\*

**Healthcare** - Allocate up to \$3,200 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\*\*

## 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                           | \$133.83            | \$177.46            | \$12.00   | \$2.48 | \$130.00                |
| Team Member & Child(ren)              | \$215.46            | \$285.70            | -----     | -----  | -----                   |
| Team Member & Spouse* / TM + 1        | \$281.06            | \$372.66            | \$23.00   | \$4.98 | \$130 each              |
| Family                                | \$386.76            | \$512.84            | \$39.00   | \$6.66 | \$130 each              |
| Annual Deductible (individual/family) | \$2000 / \$4000     | \$1500 / \$3000     | \$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.

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