

## Benefits Brochure

**Bode Equipment Company invests in employee health, happiness and future.**

**As stated in our Mission Statement:**

**“We want Bode Equipment Company to be a great place to work for all our employees. We will constantly state and monitor strategic goals to improve the performance and growth of our company and its people. The company is a mutually cooperative and caring environment. Everyone will be addressed in a respectful and courteous manner. We constantly seek dialog from every employee to understand their needs and to hear their valued opinions. Everyone working together, seeking common goals, and pursuing excellence will keep Bode Equipment Company a leader in the material handling industry”**

# Medical, Dental & Vision Benefits and more!

## ♥ Medical Coverage

Medical coverage options, with major health care providers, include prescription coverage, access to 24/7 telemedicine providers, registered nurses, condition management programs and wellness resources.

## ♥ Dental and Vision Coverage

Dental and vision coverage is available nationwide through UnitedHealthcare Dental and Vision Plan. Vision is included free of charge!

## ♥ Health Savings Account (HSA)

Employees have the option to make Pre-tax contributions through the HSA program. There are no federal taxes when this money is used for qualified health care expenses. Plus, you keep what you save – any unused funds remain in your account from year to year, earning tax free interest and dividends when invested.

## ♥ Health Care Flexible Spending Account (Health Care FSA)

Employees have the option to make Pre-tax contributions up to the annual maximum for qualifying health care expenses incurred during the plan year. Eligible expenses include copays, coinsurance, deductibles for medical, prescription, dental and vision expenses and certain over the counter health care expenses.

## ♥ Company paid long-term and short-term disability insurance

## ♥ Insurance coverage begins on the first day of employment

# **A Good Work - Life Balance is a Priority**

- **Generous Paid Time Off (PTO)**
- **A total of 10 fixed and floating Paid holidays**
- **Bode is a respectful workplace that promotes diversity in our workforce by providing Floating holidays to enable our employees to take time off on the days that are important to them.**
- **Office work schedule – Monday through Friday 8:30am – 4:30pm**
- **Hybrid work schedule availability for office workers**
- **Technician work schedule – Monday through Friday 7:30am – 3:30pm**
- **Weekend work for Technicians is strictly on a volunteer basis**
- **After 1 year of employment, employees are given an additional 5 days of PTO, and are eligible to join the company sponsored retirement plan**
- **Employees get their Birthday off after 1 year of employment**



# **Bode provides training so you can progress along your Career Path**

- **Bode has developed a unique Technician Tier program. The skills and certifications required for each by position are clearly laid out by tier so technicians have a clear path to grow within the company.**
- **Monthly technician training and certification is provided to enable technicians to achieve the skills required to advance to the next tier.**
- **Additional training is available upon request for all positions.**
- **Free access is available on-line for everyone to grow their career and improve performance with on-demand self-paced resources, instructor-led live virtual classes and classroom training programs. Included in this learning platform are 5,000 self-paced courses on business, safety, liability, productivity and IT topics, Audio books, videos and more.**
- **Monthly management training is provided for all managers**

## We Care

- ♥ **Employee Assistance programs are available to all employees and their family. These programs are confidential and provided at no cost. They are designed to support every aspect of health and wellbeing including;**
  - Physical Health – Licensed clinicians, Chronic condition management, substance use disorder support, hospitalization, recovery**
  - Social Health – Childcare and Eldercare, pet resources, assistance for military and veterans, relocation assistance**
  - Emotional Health – Virtual and on-demand therapy, featuring Sondermind, Sanvello and Talkspace, Face-to-face counseling, crisis support, critical incident response, disaster recovery**
  - Financial Health – Financial coaching and retirement planning, tax preparation, ID theft prevention/recovery, legal consultation, Trusts, wills, power of attorney.**
- ♥ **Marketplace Chaplain Service.**
  - Access for employees and their family to dedicated Chaplains in our New Hampshire and Massachusetts offices to provide personalized and proactive care service. They are available 24/7 to extend care, concern, compassion and hope. This service is confidential and provided at no cost to the employee.**

## We Celebrate!

- **Monthly safety lunches to celebrate our safety record in the field**
- **Employee parties and events**
- **Numerous bonus opportunities recognizing core values, sales leads, referrals and more.**
- **Employee recognition and milestone gifts and awards**
- **A quarterly newsletter highlighting company and individual achievements, birthdays and anniversaries.**

**BODE EQUIPMENT COMPANY**

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