

Flyin' Miata

BENEFITS for Full-Time Employees

ELIGIBILITY based on when the employee goes on FM Payroll:

Date of Hire

Paid Time Off (PTO)

All employees accrue paid time off (PTO) starting at their date of hire and this continues until employment ends. FM combines our PTO with the sick-leave requirements of the Colorado Healthy Families & Workplaces Act. PTO for new employees is accrued at the rate of 1.09 hours PTO for every 30 hours worked, and this increases annually as defined in Policy 300 of our Employee Manual.

30 days

Birthday – It's a paid day off!

Sam's Club – Flyin' Miata pays membership to Sam's club if requested.

2-ish Months:

Dental Insurance – Flyin' Miata offers two plans; one is a discount plan (Beta Health) the other is a standard preferred provider plan (Delta Dental). You will be eligible to participate in our dental plan after you have been on payroll two months. Insurance is effective as of the 1st of month following two months on payroll. Flyin' Miata pays 50% of the employee's coverage cost for the dental insurance.

60 days

Wellness Benefits

Flyin' Miata offers Wellness benefits consisting of alternative health care options (i.e., acupuncture, AFLAC insurance, Appleton Clinics, chiropractic care, gym membership, massage and smoking cessation services for our employees.). Flyin' Miata has contracted with Healing Horizons and Rimrock Wellness, but an employee may obtain alternative health care benefits from a different provider.

Appleton Clinic offers nutrition and weight management counseling, hearing, vision and sleep apnea screening, prescription services and a wide range of medical services. Appleton Clinics can be paired with a licensed insurance plan, but it is not to be used in lieu of insurance. Appleton does not accept insurance.

Healing Horizons offers acupuncture, Chinese medicine, chiropractic care, homeopathy, kinesiology, massage therapy and has a licensed psychologist on staff.

Rimrock Wellness offers chiropractic and massage.

After 1 year:

Simple IRA plan – Flyin' Miata participates in a Simple IRA plan. The enrollment period is every November. Our company offers the savings plan to all its full-time employees who have been on our payroll one year. Open enrollment for the plan is in November of each year; the effective date of the plan starts on January 1st of each year. Under this plan, the employer matches the employee contributions up to a maximum of 3% of the employee's compensation for that year.

OTHER BENEFITS

Holidays

Flyin' Miata recognizes the following paid holidays:

- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving and the day after (i.e., Friday)
- Christmas Eve
- Christmas Day
- New Year's Eve
- New Year's Day

Bereavement Leave

Flyin' Miata will pay up to three days of bereavement leave for the death of an immediate family member. "Immediate family" includes spouse, children, parents, brothers, sisters, grandparents and grandchildren, mother-in-law, father-in-law or other relatives living in the same household as Employee.

Education Assistance

Flyin' Miata encourages employees to increase their knowledge thereby enhancing their potential for advancement to more responsible positions within the company. Flyin' Miata provides an educational assistance program, *provided the company has funds*, for regular, full-time employees who attend classes either during working hours or during non-working hours.

Employee Discounts

Regular full-time employees may purchase automotive parts for their personal car and receive a discount provided the parts are purchased through Flyin' Miata and the employee's performance has met the minimum standards for the job. Discounts up to 50% of cost based on qualifications. Details of our policy are stated in Policy 520 of our Employee Manual.

Medical Insurance- more information

Flyin Miata offers Wellness Benefits in lieu of medical insurance. Regular full-time employees may obtain medical insurance through Connect for Health Colorado if they are not eligible for insurance through a spouse's company plan.

Employee Ownership

Flyin Miata is an employee owned cooperative! Full time employees with greater than 2 years' tenure are eligible to apply to become a member-owner of the cooperative. Details available in our company by-laws.