



woehrmyer
concrete construction, inc.
378 Industrial Drive | P.O. Box 55
Minster, Ohio 45865
P: 419.628.3480 | F: 419.628.4048
www.rfwoehrmyerconcrete.com

Summary of Benefits

RFW implements a 60 Day Orientation/ Waiting Period.

Company Paid Benefits (Effective on the 61st day of Employment)

- 6 Paid Holidays
- 2 Paid Appreciation Days
- Paid Vacation Days
- Paid Personal/ Sick Days
- Paid Uniforms in Full
- Paid Drive Time Both Ways
- Paid Employee Insurance Premiums
- Class A CDL License Fees
- \$25,000 Life Insurance policy for employees

Vacation Schedule	
1 Year	5 Days 40 Hrs
2nd Year	10 Day 80 Hrs
6th Year	11 Day 88 Hrs
7th Year	12 Day 96 Hrs
8th Year	13 Day 104 Hrs
9th Year	14 Day 112 Hrs
10th Year	15 Day 120 Hrs

Bonuses

- \$250.00 Sign On Bonus Received After 60 Days Employment
- \$250.00 Referral Bonus (After New Hire is Employed 60 Days)
- 6 Month Attendance Bonus (\$1.50 / Hr Worked)
Allowed 3 Marks & Lose Bonus On 4 Mark in 6 Month Period
- Yr End Bonus

Reimbursements

- Cell Phone (\$10.00 / Wk) After 60 Days Employment
- Health Savings Account (\$33.00 / Wk) After 60 Days Employment
 - If Not on RFW Company Plan
- Health Insurance Reimbursement (\$45.00 / Wk) After 60 Days Employment
 - If Not on RFW Company Plan

Insurance (RFW Covers Employees Premiums, Employee Covers any dependents)

- Effective on the 1st of the month following 60 days

Health Savings Account - RFW will contribute \$33.00 / wk into Employees account
if they are on our insurance (\$1716.00 / Yr)

401 (k) Retirement Plan

- Eligible After 90 Days of employment
- RFW Concrete Matches up to 5%
100% Match on first 3% & 50% Match on next 2%

Profit Sharing (At companie's discretion)

- Eligible after 1 yr of service & 1000 hrs