

ParGar Technologies Group, Inc. provides a comprehensive package of benefits for the security and well being of employees and their families.

- Full-time employees qualify for benefits as soon as the eligibility requirement for each benefit is met.
- Regular or limited part-time employees qualify for those benefits required by law or granted by the company when the minimum eligibility requirements are met.
- Temporary employees are not eligible for benefits unless required by law.

ParGar Technologies Group, Inc. also provides its full-time employees with paid holidays, vacation, and sick time. Regular part-time employees are eligible for paid holidays (based on hours worked) and prorated vacation and sick time. Limited part-time employees are eligible for paid holidays (based on hours worked).

- 9 ½ paid holidays a year.
- Two weeks of vacation a year, after an employee has been with the company for six months. Since the company is on an accrual method, employees may accrue up to 1 ½ times their annual accrual. After five years of employment, an additional day for every year over five years can be accrued (not to exceed 20 days).
- Two weeks of sick time a year, after an employee has been with the company for six months. Since the company is on the accrual method, employees may only accrue up to 600 hours.

Other Benefits

Employee Assistance Program (EAP)

- All employees are eligible at any time during employment.
- For more information, call 803-555-1111.

Health & Fitness

- All employees are eligible, at any time during employment, to enjoy the benefits of corporate membership rates at the Fit Gym.
- Membership fees will be payroll deducted after the first month of employment.
- A one year membership is required.

Carolina Federal Credit Union

- All employees are eligible, at any time during employment, to become a member of the Carolina Federal Credit Union.
- One of the benefits of credit union membership is the Christmas Club.

Wells Fargo Bank

- All employees are eligible, at any time during employment, to participate in the Wells Fargo at Work program. Our ID Number is 00000.
- See the Wells Fargo brochure for details.



Employee Benefits



123 Main Street
Columbia, SC 29201

Last Revised: January 2019

Benefits and Features	ParGar Technologies Pays	Employee Pays	Eligibility	Other Info
<p>Health Insurance: Provided by Blue Cross – Preferred Blue and Dental Medical co-payments: \$15. Prescription card co-payments: \$10/20/35 with a 90/10% plan.</p>	<p>Single coverage \$318.39 medical and \$17.13 dental.</p>	<p>Family coverage is \$483.83 medical and \$33.43 dental.</p>	<p>Coverage begins on the 1st of the month after the beginning of employment.</p>	<p>COBRA benefits are available upon termination of employment.</p>
<p>Life Insurance: Provided by Companion Life Employee coverage is \$20,000. Family coverage is \$5,000 for a spouse and graduated \$500-\$5,000 for children.</p>	<p>Single coverage is \$5.60.</p>	<p>Family Coverage is \$2.15.</p>	<p>Coverage begins on the 1st of the month after the beginning of employment.</p>	<p>Non-portable</p>
<p>Disability Insurance (Self-Insured): Coverage is \$30 per day or \$150 per week. These benefits are paid through payroll.</p>	<p>All</p>	<p>None</p>	<p>Coverage begins on the 1st of the month after the beginning of employment.</p>	<p>Benefits begin on the first day of an accident and on the eighth day of illness.</p>
<p>Long-term Disability Insurance: Provided by Companion Life Coverage starts on the 91st day of employment. It covers 60% of the employee's salary.</p>	<p>Employee pays, however ParGar Technologies supplies the employee with the payment amount.</p>	<p>Dependent upon salary level</p>	<p>Coverage begins on the 1st of the month after the beginning of employment.</p>	<p>Non-portable</p>
<p>Workers' Compensation: Coverage pays 100% of the employee's medical bills and some other expenses. Salary is 66 ²/₃% over seven days.</p>	<p>All</p>	<p>None</p>	<p>Immediately</p>	
<p>Unemployment Compensation: Compensation is dependent upon the employee's dismissal.</p>	<p>All</p>	<p>None</p>	<p>Available upon termination of employment.</p>	
<p>401-K Plan: Provided by Hartford Life Insurance ParGar Technologies provides an employee match.</p>	<p>Matches up to 5% of your gross salary.</p>		<p>Eligibility is based on a one year waiting period.</p>	<p>Contributions made to previous plans can be rolled over.</p>