

Murphy Veneer

Summary of Terms of Employment

We are an Equal Opportunity Employer

<p>The Company provides an excellent wage and benefit package. Listed below is a summary of our benefits and other conditions of employment that may be of interest to you as an applicant. The Company provides employment on an at will basis.</p>	
Health & Welfare	<p>Medical Dental Vision Life Insurance (fully paid by the Company) The Company pays for 75% of premium costs for Medical, Dental and Vision. Employees pay 25% of the contribution for their coverage and their family's coverage.</p>
401(k) Pension Plan	<p>The Company matches 50% of employee contributions to the 401(k) plan up to a maximum employee deferral rate of 6% of compensation.</p>
Paid Personal/Sick Time Off	<p>Available after 90 days of Employment 1 Week after 1 year of <i>Continuous Employment</i> 2 Weeks after 3 years of <i>Continuous Employment</i> 3 Weeks after 7 years of <i>Continuous Employment</i></p>
Paid Holidays	8
Overtime	<p>Overtime is paid in accordance with applicable state and federal law.</p>
Temporary Assignments	<p>If employee works 4 consecutive hours or more on a higher classification, the time worked in the higher classification will be paid at the higher rate.</p>
Length of Service	<p>Employment decisions are based on qualifications and merit.</p>
Alcohol and Drugs	<p>The Company is a drug-free workplace. The Company's Drug-Free Workplace Policy will be made available to applicants selected for an interview.</p>
Wages	<p>We have developed a wage scale for all jobs we intend to operate in the plant.</p>
<p>During the interview process, you will be provided a copy of the Company's Employee Handbook, Drug and Alcohol Policy, and the wage rate of the job for which you are applying.</p>	