



**Proudly serving those who protect our country...**

**New England Die Cutting, Inc.**

**American EMI Solutions, a Division of NEDC**

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## **New England Die Cutting Statement of Benefits**

### **Holidays:**

**New England Die offers seven (7) holidays, New employees must work a 90-day probationary period before effective.**

**New Years Day**

**President's Day**

**Memorial Day**

**Independence Day (July 4<sup>th</sup>)**

**Labor Day**

**Thanksgiving Day**

**Christmas Day**

### **Insurance:**

**New employees must work a 90-day probationary period before any benefits insurance is effective.**

**Health Insurance is through Blue Cross of Mass HMO Blue New England. New England Die covers 70 % of the cost and the employee pays 30%.**

### **North American Benefits Dental:**

**Employer pays 50% employee pays 50%.**

### **Simple IRA**

### **Direct Deposit**

### **Term life Insurance:**

**New England Die will cover the cost of \$25,000.00 Life Insurance Policy, Premium paid by the company.**

### **Short Term Disability:**

**New England Die will cover the cost of this and it will pay the employee for up to 6 months off, if needed.**

### **Bereavement Leave:**

**New employees must work a 90-day probationary period before effective, after which employees receive two consecutive days off for immediate family (parent, stepparent, spouse, child, sibling, grandparent, or grandchild). Employees may not receive holiday or vacation day pay in addition to bereavement.**

### **Annual Performance Appraisals**

### **PTO (Personal Time Off):**

**New employees must work a 90-day probationary period before effective. Time for the first year will be pro-rated 3.33 hours per month after the 90-day probationary period. Two (2) weeks are given to full-time employees after one year.**

**Sick Time:**

**New employees will receive one (1) week of sick time; this will also be pro-rated 3.33 hrs. per month after the 90 day probationary period.**