



Benefits Summary

Full-time employees of Blue Force Gear, Inc. (BFG) who work at least 40 hours per week are eligible for all company benefits as outlined below. BFG's benefits package is subject to change at any time at the discretion of management.

1. Vacation – 2 Weeks (after first anniversary) + 1 additional day for each year after first anniversary

2. Sick Leave – 5 Days Sick leave (after 90 days of employment) per year

3. Holiday Pay

Recognized Holiday	Date
New Year's Day	January 1
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Thanksgiving Day	4th Thursday in November
Christmas Day	December 25

4. Group Health Insurance - \$70 per pay period for Single Coverage. Family coverage available at employee cost.

5. 401k Plan – After one (1) year of continuous employment, participation in BFG's Safe Harbor 401k Plan. Once eligibility requirements have been met, entry in the Plan at beginning of each quarter...

Company match = 100% of contributions equal to the first 3% of your salary

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50% of contributions equal to the next 2% of your salary