



Johnson & Quin's Employee Benefits

At Johnson & Quin, we believe that our people are a valuable asset and that a benefits program is an important part of total compensation. We offer a comprehensive employee benefits program that is designed to assist employees in their health care, retirement and financial protection needs.

Eligibility for these plans varies based on length of service. However, all full-time employees are eligible to participate. The following is a general list of benefits extended to Johnson & Quin employees:

Health Insurance

Johnson & Quin currently offers three PPO health care coverage options. Employees are eligible for one of these plans after 90 days of continuous employment. In addition to general medical coverage, the plans offer coverage or discounts for mental health, vision, wellness and healthy living options, and prescription drug coverage.

Dental Insurance

Johnson & Quin offers a freedom of choice dental plan providing a rich array of benefits and that allows participants to choose between a Dental Preferred Provider Network and a traditional Indemnity Plan. Determination of benefits is made at the time of service; therefore, alleviating the need for participants to enroll with a special provider. Employees are eligible to participate in the dental plan the first of the month following 90 days of employment.

Group Life Insurance

Johnson & Quin offers a life insurance program and AD&A program for which employees are eligible after 90 days of continuous employment. Johnson & Quin pays the entire premium.

Short Term Disability

In the event of an extended illness or accident, this benefit replaces 60% of each employee's base salary for a maximum period of 13 weeks. Employees are eligible after one year of continuous employment and no contribution is necessary.

Employee Assistance Program

This program provides a confidential, experienced source of help and counseling for employees or immediate family members who have serious personal problems.

401(k)/Profit Sharing Program

Participants may choose to invest their contributions in any of 18 investment vehicles that range from conservative to higher risk. Contributions may range from 1-100% of the employee's gross income and are deferred from Federal and State Income Tax. Employees are eligible for enrollment on the next January 1 or July 1 following 90 days of continuous employment. The company contribution takes the form of a discretionary profit sharing allocation.

Vacations and Holidays

All new Johnson & Quin employees begin accruing vacation time their first day of employment. The vacation benefit is based on the calendar year. In other words, an employee earns vacation this year to be able to take or schedule the following calendar year beginning January 1.

- First January following start date
prorated two weeks vacation, based on start date
- Second through fourth year
two weeks vacation
- January following fourth year anniversary
three weeks vacation
- Fifth through ninth year
add a vacation day for each additional year of service
- January following ninth year
four weeks vacation

There are nine paid holidays per year.

Training Programs

At Johnson & Quin, we believe in the value of continuing education for all our employees.

College Recruiting Program

Johnson & Quin offers a comprehensive eight-week training program for recent college graduates joining the company. The training program educates entry-level employees on direct mail production techniques, account management, and Johnson & Quin processes. It gives recent college graduates a strong transition between school and a professional career. Trainees have an opportunity to discover their interests and to build a strong knowledge base that prepares them for immediate responsibility within the company.

Professional Development Training

Johnson & Quin believes that continuous learning is an important part of the job regardless of experience level. Employees take part in professional development training programs offered throughout the year to enhance communication, interpersonal, and team development skills. They have the opportunity to learn more about their team members, how to build relationships, and creating a better working environment.

Computer-Based Training

Johnson & Quin offers computer-based tutorials for Microsoft Office products. These programs allow employees to refresh or enhance their computer skills.

Industry Seminars & Career Specific Programs

As part of our continual training, employees may register in industry or career specific seminars and programs to keep them up to date in their field. Employees are encouraged to build their knowledge base and think strategically. With technology constantly changing, we urge our employees to share their new ideas and improvements to better their working environment as well as themselves.

Additional Benefits

- Employee Recognition Programs
- Participation in Social, Community, and Charitable Activities
- Credit Union
- Direct Deposit
- Amusement Park Discounts
- Local Restaurant Discounts

For more information contact

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