



Potato King Transportation  
N1078 Justin Rd., La Crosse, WI 54601  
Phone (608)788-2576  
info@thepotatoking.com

## Employee Benefits



### A Great Place to Work

*Potato King takes pride in offering a great work environment with safe working conditions, competitive pay, and supplemental benefits, including Paid Time Off, Insurance Programs, and Retirement Plans.*

*The provisions of the Insurance Programs and Retirement Plans, including eligibility and specific benefit details, are summarized in the Summary Plan Descriptions for the plans.*

### **Paid Time Off (PTO)**

We appreciate your hard work and dedication and we recognize the importance of providing you paid time for rest and relaxation. We fully encourage you to take advantage of your paid time off. Paid time off is accrued throughout the year with the following PTO schedule:

- After 6 months of employment = 3 paid days
- After 1 year of employment = 5 paid days
- After 2 years of employment = 10 paid days
- After 5 years of employment = 15 paid days
- After 10 years of employment = 20 paid days
- After 20 years of employment = 25 paid days

Any paid time off not used within the calendar year may be carried forward (up to 80 hours) into the next year or you can request to have the remaining hours cashed out on your final paycheck of the current year.

### **Holidays**

After 6 months, full time employees receive the following paid holidays or receive holiday pay for holidays you would normally work:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

### **Retirement Plan**

Eligible employees may participate in Potato King's Retirement Plan. Plan participants may make pre-tax and/or Roth (after-tax) contributions. Potato King will match up to 3% of the employee's contribution. Employees become eligible to participate in the Retirement Plan after twelve (12) months of employment. The Retirement Plan offers open enrollment two (2) times per year; January and July.

### **Insurance Programs**

Potato King offers a great combination of Insurance Programs to all full-time employees. Full-time employees become eligible for these benefits after sixty (60) days of employment.

## Health Insurance Program

Gundersen Lutheran 6E HMO	
Deductible	\$3000 per Person *\$1500 per Person with employer-funded HRA (see below) \$6000 per Family *\$3000 per Family with employer-funded HRA (see below)
Co-insurance	10%
Out of Pocket	\$4000 per Person \$8000 per Family
Office Visit	Deductible/Co-insurance
Emergency Room	\$100
Prescription Drugs	\$10 Generic \$35 Brand Name \$50 Non-formulary/ 20%
Employee Premiums Per Pay Period	Single: \$118.38 Limited Family: \$219.92 Full Family: \$327.92

## Health Reimbursement Account (HRA)

Potato King offers a Health Reimbursement Account (HRA) to employees participating in our Health Insurance Program. The HRA is an employer-funded, health benefit plan that reimburses employees for out-of-pocket medical expenses. Potato King's HRA reimburses up to 50% of the Health Insurance deductible, with a maximum out-of-pocket deductible of \$1,500 for Individual and \$3000 for family, per calendar year.

## Flexible Spending Account (FSA)

A Flexible Spending Account (FSA) allows you to put pre-taxed money aside to pay for certain out-of-pocket health care costs and child care expenses. All full time employees are eligible to participate in the FSA. There is no waiting period to be in the FSA, open enrollment is offered in December for the following January.

## Dental and Vision Insurance

All eligible employees and family members are offered the opportunity to enroll in our guaranteed acceptance group dental and vision plans after they have been employed for sixty (60) consecutive days.

## Life and Disability Insurance

Potato King provides a life insurance policy and enhanced short-term disability benefits to full time employees after they have been employed for sixty (60) consecutive days.

## Competitive Pay

Over the Road Rates:

- Single Driver Mileage Rate: \$0.38/mile
- Team Driver Mileage Rate: \$0.44/mile
- Picks and Drops follow an escalating pay table. The escalation continues from a full load until empty, then restarts for refilling the trailer; the total for the full trip is then added together. Pay starts with \$15 for your first pick/drop and increases by \$15 for each sequential pick/drop:

Drop #	Value per Drop	Total Pay to Driver
1	\$15	\$15
2	\$30	\$45
3	\$45	\$90
4	\$60	\$150
5	\$75	\$225
6	\$90	\$315
7	\$105	\$420
8	\$120	\$540
9	\$135	\$675