

All Things Metal Industries 2025 Benefit Summary

HEALTH



Medical Insurance Options

Choose between Blue Cross Blue Shield or Prosano:

- HDHP or PPO Network
- Alliance or Full BCBH Network



ATM contributes **\$275** towards the monthly cost for all employees. After five years of service, ATM covers **\$431** of the monthly cost, which fully accommodates most individual coverage plans.



Employee Assistance Program (EAP)

Counseling. Support for tough moments. (Grief, Family, Personal)



- Dental Insurance
- Vision Insurance
- Tele-Doc & Tele-Med
- Veterinary Discount (Pet Insurance)
- AFLAC
- Legal Shield and IDSHeild

FINANCIAL



Cash Bonuses for Production Roles



401(k) Retirement Investment Options:

- 100% match on contributions up to 3%
- 50% match on contributions between 4%-5%
- Eligibility begins after one year of service



Dave Ramsey EveryDollar App

(reimbursement)



First Time Home Buyers Program

- **\$500** bonus after closing
- Negotiated Realtor & Mortgage Rates with credits at closing



Life Insurance



Disability Insurance

- Short and/or Long Term

FAMILY



Team Building Family Events

- Summer: West-Mec Welding Competition
- Fall: Company Picnic (either at Encanto Park or the Zoo)
- Giveaways at these events feature:
 - PTO for quality family time
 - Tickets for family experiences
 - Gift cards



Additionally:

- Birthday gift cards
- Work anniversary gift cards



Paid Time Off (PTO)

- Vacation Time - 5 Days
- Paid Holidays - 6 Days
- Sick Time - 5 Days
- Birthday PTO - 1 Day after 3 years of service

Total of 16-17 Days Paid Time Off

*accruals start after 90 days



Milestone Anniversary Appreciation

- 10 yrs service: 1 week PTO Bonus
- 15 yrs service: 1 week PTO Bonus + \$3,000 vacation voucher

CAREER

Career Training & Certifications

- ATM invests in training, you invest the time! Weld certs, OSHA, First Aid, Equipment, etc

- **Shirts** provided quarterly (for labor positions, office positions 1x per year)

Appreciation Lunches

- **Employee of the Quarter** (\$100 Gift Card)

- **Referral Incentives** (\$50-\$200)

- **Opportunity to grow!** 80% of management hires are through internal promotions!



Free / Included - You get this just by being part of the ATM crew—no cost, no sign-up. (ex: team lunches, shirts, PTO, etc.)



Optional Sign-Up (Employee Pays) - You can opt into these if you want, but you cover the cost. (ex: AFLAC, LegalShield, Pet Insurance)



Optional Sign-Up with ATM Contribution- You need to sign up, but ATM helps out with money or perks. (ex: Medical Insurance, HSA, 401(k) match)