

Voyager Industries Team Member Benefits

Voyager Industries is proud to offer employees an appealing total compensation and benefits package.

- Health Insurance Plans: Multiple plan options available. Voyagers covers a generous portion of enrolled employees' premiums. Plans are available to employees working on average 130+ hours a month.
- Wellness Programs Through Insurance: Gym membership reimbursement and participation bonus's
- Dental Insurance Plans: Available to employees working on average 130+ hours a month.
- Company Paid Short-term, Long-term Disability, and Life Insurance
- HSA Plans Available: \$600 single plan company match, \$900 family plan company match
- 3% Company 401K Match
- Uniforms Optional: If chosen, Voyager covers 50% of the cost
- Prescription Safety Glasses Reimbursement: \$100 every 2 years
- Education Reimbursement: Up to \$3000 every calendar year
- Employment Referral Reward: \$2,000
- Performance Pay Increases
- Pay Differential: \$2.50 for 2nd shift Mon-Thur 2:30pm-1:30am
- Free Use of Company Bear Track Utility and Enclosed Trailers
- Free Use of Company Yeti Fish Houses
- Discounts on Company Products
 - Finished goods and proprietary products will be 10% over current Voyager cost (cost includes materials, labor and other associated costs)
 - Scrap aluminum sold at \$0.7 / lb.
 - Drop aluminum sold at \$2.10 / lb.

- Paid Time Off

The PTO schedule is as follows:

<u>Years of Service</u>	<u>Maximum PTO Accrual Per Year</u>
1 st Year	10 days
2 nd Year	12 days
3 rd Year	13 days
4 th Year	14 days
5 th Year	15 days
6 th Year	16 days
7 th Year	17 days
8 th Year	18 days
9 th Year	19 days
10 th Year	20 days

- Holidays Off

HOLIDAYS

Seven 8-hour holidays are observed by first shift employees each year:

- New Year's Day January 1
- Memorial Day Last Monday in May
- Independence Day July 4
- Labor Day First Monday in September
- Thanksgiving Day Fourth Thursday in November
- Day after Thanksgiving Fourth Friday in November
- Christmas Day December 25

Six 10-hour holidays are observed by second shift employees each year:

- New Year's Day January 1
- Memorial Day Last Monday in May
- Independence Day July 4
- Labor Day First Monday in September
- Thanksgiving Day Fourth Thursday in November
- Christmas Day December 25

Voyager Industries reserves the right to amend, modify or terminate any of these plans and benefits. You will be entitled to whatever benefits may be provided to you in accordance with the terms of these plans and benefits, as amended from time to time.

This team member benefits list is accurate and in effect as of: November 11, 2021