



Golf Tournament



Summer Picnic



Roth Hill University



Halloween

Benefits

Medical, Dental, Vision Coverage & Premiums

- Minimal employee contribution toward premium; dependent premium partially covered
- Part-time employees eligible for coverage on a prorated basis
- Option to 'buy-up' to PPO program on medical program
- Dental Program is preferred provider network

Prescription Drug Program

- Generic drug incentive through lower co-pay
- Mail-order prescription drug program available

24-Hour Nurse Line—Health Information Service

Annual Flu Immunizations

- Onsite & company sponsored

Short- & Long-Term Disability

- Employee premium fully covered

STD

- 60% of weekly earnings to a maximum benefit of \$1,250 per week

LTD

- 60% of monthly earnings to a maximum benefit of \$10,000 per month

Long-Term Care Insurance

- Employer funded base plan
- \$2,000 monthly benefit
- 3 year duration in long-term care facility
- Option to 'buy-up'

Life Insurance & Accidental Death and Dismemberment

- 1x annual earnings
- \$100,000 maximum

401(k) & Profit Sharing Plan

- Provided by American Funds
- Company contribution

Holidays

- 9 paid holidays
- Opportunity for employees to earn personal holidays

PTO

- A personal time off plan that incorporates vacation, sick, and personal time
- PTO begins accruing on a monthly basis from date of hire

Employee Assistance Program

- Confidential, 24-hour, 7-day access to professional advice, referrals, and face-to-face assistance when needed
- Assistance provided for stress, legal issues, family concerns, financial advice, addiction & recovery, emotional health, etc.
- Worldwide Emergency Travel Assistance

Flexible Spending Account (Section 125)

- Payroll-deducted group insurance premiums
- Unreimbursed health-related expenses
- Dependent Care expenses
- Visa Debit Card

Community Involvement & Philanthropy

- Roth Hill reaches out to the community through charitable donations and fundraisers



Engineering



Planning



Survey



Security

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Benefits

Recognition and Performance Bonus Program

Anniversary Awards

- Monetary recognition for years of service

Licensing Bonuses

- Qualified staff who successfully pass licensing exams are rewarded with a monetary bonus

Parking/Transportation

- Free parking for staff
- Secure bicycle parking

Credit Union Membership

- All employees are eligible to join Puget Sound Credit Union
- Payroll deduction available

Flex Time/Working Hours

- Flexible work schedule with supervisor approval to accommodate employee needs

Telecommuting

- Available on case-by-case basis, allowing employee to work from offsite location

Dress Code

- Relaxed Fridays

Social Events/Celebrations

- Annual family summer picnic
- Annual holiday party
- Annual golf tournament
- Monthly company lunch meetings
- Monthly birthday/anniversary celebrations

Company Clothing

- New employees receive one company logo item
- Opportunity to purchase additional clothing/items
- Work boot allowance

Conferences

- National
- Local & Regional

Training

- Brown bag lunch training and presentations
- Company-sponsored internal training—business fundamentals, business development, liability & contract review, CPR & first-aid training
- Annual budget established that provides for requested/required training for every employee of Roth Hill—company pays registration, air/hotel/meal expenses, and time away from office for training

Professional Registration

- Roth Hill pays the annual license renewal fee for qualified employees (i.e., PE, PLS)

Organization Membership

- Roth Hill pays annual dues for individual membership in professional organizations

Educational Reimbursement

- For educational courses beneficial to both the employee and the Company, reimbursement may be made to full-time employees for one-half the cost of tuition and books (limited every year to the maximum allowed by the IRS)

College Savings Program (Section 529)

- Savings program designed to offer employees a range of investment opportunities to save for higher education

Computer Purchase Program

Cell Phone Reimbursement Program

Employee Referral Program

Drug-free Workplace

Smoke-free Workplace