

## Associate Benefits

Congratulations, and thank you for joining Excel Partners, Inc. Temporary Staffing Services Division. As one of our associates, you can enjoy the following:

### Holiday Pay

To be eligible for your first holiday pay, you must be currently on assignment and have worked at least 1,000 hours as of the date of the holiday. For subsequent holidays, you must work 400 hours since your last holiday pay. Holiday pay is 7 ½ hours at your current hourly rate.

The following days are considered paid holidays if you have met the above requirements:

1. New Year's Day
2. Memorial Day
3. 4th of July
4. Labor Day
5. Thanksgiving Day
6. Christmas Day

### 401k with Matching

Employees who work over 1,000 hours within one full year of service are eligible to participate in Excel Partner's 401k program. After completing this requirement, you can enroll on either January 1 or July 1. You will be mailed a notification and enrollment packet once you become eligible.

Excel Partners will make a matching contribution of 100% of the first 3% of your pay and an additional 50% for the next 2% of your pay. To achieve the best possible match, you will want to contribute 5% of your pay which will result in an overall 4% matching contribution.

See our website's "Resource Center" for a full plan description or email [benefits@excel-partners.com](mailto:benefits@excel-partners.com) for more information.

### Peoples United Bank WorkPlace Banking Program

As a member of WorkPlace Banking, our employees have access to a variety of free and discounted programs offered through Peoples United Bank. Employees will be able to take advantage of these exclusive money-saving benefits:

- A variety of checking account packages designed to help you save time and money
- Free first order of checks
- Free Health Savings Account
- Discount on a Safe Deposit Box rental for the first year
- Educational tools and resources, such as the free Money Smart Financial Education program

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### Referral Bonus

Three easy ways to earn extra cash!

1. When you refer a candidate who is placed by Excel Partners in a permanent position, a \$250 bonus will be issued upon a candidate completing 90 days of employment.
2. When you refer a temporary candidate, a \$50 bonus will be issued upon a candidate completing 40 hours of work.
3. When you refer a client, a \$100 bonus will be issued upon a client utilizing our services for 100 hours, or hires a candidate permanently.