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Summary of Benefits
Full-Time Employment

Allied Engineering Services, Inc. (AESI) takes pride in our employees and their happiness. We strive to offer our staff a competitive salary and pride ourselves on the comprehensive benefits package we provide. Below is a summary of benefits we offer full-time employees so they can put more of their hard-earned money towards things they desire rather than behind-the-scenes benefits.

Paid Time Off:

We love where we live and work and believe our employees enjoy this as well. New full-time employees receive three weeks (120 hours) of Paid Time Off (PTO) each year. Accrual begins on the first day of employment and is earned incrementally at 4.62-hours per pay period of employment (each pay period is 2 weeks). After 5 years of full-time employment with AESI, full-time employees PTO accrual rate increases to 6.16-hours per pay period which equates to four weeks (160-hours) per year.

Company Holidays:

Allied recognizes eleven (11) paid company holidays, which includes four (4) that are considered floating holidays. If an employee prefers to work on a floating holiday, the employee may elect to take the time off at any point on or after that date within the same calendar year.

Retirement Plans and Company Ownership:

All employees are eligible to participate in AESI's Employee Stock Ownership Plan (ESOP) and 401(k) retirement plan after completing 1-year of service and working a minimum of 1,000 hours. AESI provides a company match to those participating in their retirement plan, up to a maximum of 4 percent. AESI belongs to its employees and employee ownership brings opportunity and responsibility for employees to participate in the management and visions of the company. The ESOP was started in 2005 and in 2025, AESI became 100 percent ESOP owned (previously, some shares were owned by individual employees).

Health Insurance:

Allied offers a health insurance plan that incorporates a Health Savings Account (HSA). Under this plan, Allied currently pays 100 percent of the full-time employee's medical insurance premium and 100 percent of the employee's spouse/dependent medical insurance premium. Employees who enroll in the HSA compatible health plan are eligible to receive an additional annual contribution to the HSA from Allied. Allied also provides a Gap plan that covers a portion of the health plan deductible (reducing the 'actual' deductible of the plan). The employee is given the opportunity to purchase additional Gap coverage to further reduce the deductible.

Dental Insurance:

Allied currently pays 100 percent of a full-time employee's dental insurance premium and 50 percent of the full-time employee's spouse/dependent(s) dental premium for basic preventative dental care. Employees have the option of selecting a higher coverage plan but are responsible for paying the difference in premium costs.

Vision Insurance:

Allied offers voluntary vision insurance and pays 50 percent of a full-time employee's vision insurance premium.

Long-Term Disability, Short Term Disability, and Life Insurance:

Allied provides Long-Term Disability, Short Term Disability, and $50,000 Life Insurance plan at no extra cost to the employees. Employees may elect to purchase additional life insurance coverage at their own expense.

Profit-Sharing & Bonuses:

Allied currently pays exempt (non-hourly) employees for overtime worked in excess of 80 hours per two week pay period. All employees are also eligible for our profit-sharing bonus pool at the end of each year.

Flexible Schedule:

AESI has always focused on completing our work and being flexible with employees to accommodate their life schedule. Our pay period is a two-week period; and flexibility is allowed, in coordination with the employee's supervisor, such that if the employee completes the minimum 80-hrs required, taking time away to attend to life obligations (appointments, events, etc) is generally accommodated.

Maternity & Parental Leave:

AESI provides six weeks of paid maternity leave for the birth of a child, and two weeks of parental leave for non-birthing parents, including adoptive parents.