



NEWCOMB
and Company

Your comfort
is our business.

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Company Provided Benefits

Medical Insurance – Newcomb and Company offers a competitive health insurance plan to its employees and pays approximately 80% of the premium for employee coverage. Employees pay less than \$15.00 (pre-taxed) per week to maintain coverage. Coverage for spouses, children and families are also available for purchase by employees.

Flexible Spending Account (FSA) – Newcomb and Company provides its full time employees with the ability to pay health insurance deductibles, non-reimbursed medical expenses (co-pays) and child care expenses with pre-tax dollars. By participating in the FSA program an employee can reduce their out of pocket cost by as much as 33%. This benefit is offered at no cost to the employee.

Life Insurance – The Company provides \$15,000 of group life insurance with an accidental death and dismemberment rider. This benefit is available at no cost for all full time employees.

Profit Sharing – Newcomb and Company sponsors a Profit Sharing Plan to assist their employees in planning for a successful retirement. Unlike a 401K plan, the Profit Sharing Plan does not require the employee to contribute any of their funds to the Plan in order to receive a Company contribution. Instead, Newcomb and Company makes an annual contribution to the Plan based on the Company's profits, and the contribution is allocated among the eligible participants. This benefit is unparalleled in the HVAC industry and is a focus for all employees. Newcomb and Company has made contributions to the Plan every year since the Plan was created in 1968.

Personal Time Off – Newcomb and Company's full time employees are entitled to accumulate personal time on a weekly basis equal to 88 hours (11 days) per year. Personal time off increases to 128 hours (16 days) after 10 years of service and 168 hours (21 days) after 25 years of service.

Holidays – All full time employees at Newcomb and Company receive paid time off for New Years, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve and Christmas.

Optional Company Sponsored Benefits

Dental Insurance – Dental insurance is a popular benefit with the Company's employees. It is offered as a voluntary benefit and covers preventative cleanings and exams. Other dental services are paid at a co-insurance rate of 50-80%, depending on the procedure with a cap of \$1,000 per year. Orthodontic coverage is also provided.

Life Insurance – Although a basic life insurance is provided to the employees at no cost, additional voluntary term and whole life plans are available at the company's low group rate cost.

Disability Insurance Plans – Short term and long term disability income plans are available to employees and are customized for each employee based upon their earnings and desired coverage. Additional plans that cover accidents, illnesses, cancer and hospital stays are also available on a voluntary basis.

Credit Union – Newcomb and Company is aligned with Coastal Federal Credit Union which allows its employees easy access to a wide array of financial services. Loan payments or savings deposits can be made through a payroll deduction.

NOTE: Participation in the Optional Benefits is at the discretion of an employee and all benefit payments are paid through payroll deduction.