

**MCLAIN, HILL, RUGG & ASSOCIATES, INC.
SCHEDULE OF BENEFITS**

Type of Benefit	Part time	Full time – Hourly	Full time - Salary
Medical insurance	No**	Yes***	Yes
Prescription drug insurance	No**	Yes***	Yes
Basic Life Insurance	No**	Yes	Yes
Group term life insurance	No	Yes	Yes
Health Care Spending Account or Health Savings Account	Yes	Yes***	Yes
Dependent Care Spending Account	Yes	Yes***	Yes
Long-Term Disability Plan	No	No	Yes
Retirement – 401(k) plan with 3% match	Yes*	Yes*	Yes*
Paid time off (Vacation, holiday and sick time)	No	Pro-rated monthly	Pro-rated monthly
Overtime	Yes	Yes	No
Bonus pool	No	No	Yes
Continued professional education	As required	As required	Yes
Travel reimbursement	Yes	Yes	Yes
Business casual work environment with jeans on Friday	Yes	Yes	Yes
Professional dues	As required	As required	Yes

* Need to complete 1000 hours during the first 12 months of service in order to be eligible

** Unless arrangements are made with the firm

***If needed