

# Benefits Program

EMCOR Facilities Services (EFS) offers a comprehensive, competitive benefits package designed with the immediate and long-term needs of you and your family in mind.

Full time employees are eligible to participate in the following:

## Medical Plan

Four plan options are offered, including Consumer Driven Health Plan (CDHP), Health Maintenance Organization (HMO), and the Basic or Core Plan.

## Tax Savings Accounts

- **Health Savings Account (HSA)** comes with the CDHP or the Core Plan. Employees can elect to make tax-exempt contributions that can be used for current or future health care expenses.
- **Flexible Spending Account** is available with the HMO or Basic Plan, or if coverage is waived.

## Dental and Vision

EMCOR Facilities Services offers competitive dental and vision plans.

## Insurance

- Basic Life Insurance/AD&D - employees are provided with 1.5 times their base salary
- Option to buy additional employee and dependent life insurance
- Short-term and Long-term Disability Coverage

## 401(k) Savings Plan

- Employees can contribute up to 50 percent of pre-tax eligible earnings.
- EFS will match 100 percent of the first three percent and then 50 percent for the next two percent.



## Paid Time Off

Includes vacation, sick, and company holidays.

## Employee Stock Purchase Plan (ESPP)

Employees can elect for a payroll deduction of up to six percent of their eligible earnings. The company also matches a percentage of the contribution.

## Employee Assistance Program

Provides confidential assistance and family resource programs aimed at helping employees deal with the daily demands of work and their personal life, including wellness and behavior health support.

## Tuition Reimbursement

Job-related courses at accredited institutions, or courses taken as part of a curriculum leading to a business or job-related degree, are eligible for reimbursement.

## Learning Resources

Ongoing opportunities for education and career development through industry trainings, manufacturer certifications, and professional accreditations.

Access to the EMCOR Learning Center, an online learning platform that provides more than 1,900 courses, webinars, and interactive trainings on a wide variety of topics.

If you're interested in a career with EFS, visit our job listings to learn more.

