

Miller Clapperton

Employee Benefits

Health Insurance – Blue Cross Blue Shield of Georgia

Miller Clapperton currently pays 100% of employee coverage. Family coverage is available with the premiums paid by the employee. There are several plans for employees to choose from. Premiums are deducted on a pre-tax basis.

Dental Insurance – Principal

Miller Clapperton currently pays 50% of the monthly employee premium. Family coverage is available with the premiums paid by the employee. Premiums are deducted on a pre-tax basis.

Vision Insurance- Blue Cross Blue Shield of Georgia

Miller Clapperton currently does not pay any of the premiums for the employee or dependants. Premiums are deducted on a pretax basis.

Long Term Disability – Principal

Miller Clapperton offers long term disability to all employee's at no cost to the employee.

Life and Accidental Death & Dismemberment – Principal

Miller Clapperton offers a \$20,000 life and a \$20,000 AD&D policy to all employees at no cost to the employee.

Short Term Disability – Principal

Miller Clapperton provides a short term disability policy for minimal cost paid by the employee. Premiums are deducted on a pre-tax basis.

Employee Stock Ownership Plan (ESOP) – Swerdlin & Company

ESOP is a qualified, defined contribution employee benefit plan that primarily invests in the stock of Miller Clapperton that is held in trust. Plan shares are allocated to individual accounts subject to vesting and eligibility requirements. Participants receive the cash value when they retire or after they leave the company.

Flexible Spending Account – Swerdlin & Company

Miller Clapperton offers a flexible spending account with options of refund via direct deposit or a debit card. This account can be used for medical expenses and day care expense.

401 K Plan – Nationwide Financial

Miller Clapperton offers a 401 K plan for employees. Miller Clapperton does not currently contribute to the 401K.

Paid Vacation

Miller Clapperton offers a very competitive paid vacation package, depending on tenure and position, vacation starts at two (2) weeks up to a maximum of six (6) weeks.

Observed Holidays

Miller Clapperton observes nine (9) paid holidays including;

New Years Day	Labor Day	Christmas Day
Good Friday	Thanksgiving Day	
Memorial Day	Day after Thanksgiving	
Independence Day	Christmas Eve	

Direct Deposit

Miller Clapperton offers direct deposit to all employees. Salaried employees are paid on the 15th and the last date of the month. Hourly employees are paid weekly on Fridays. Funds are available for withdrawal on the actual pay date.