

DEFTEC Corporation offers a comprehensive benefits package to ensure our employees receive the work-life support they need in and out of the office. Our benefits package includes the following:

Medical Insurance

Our medical plan provides the option of a low deductible/higher monthly rate (LDHP) or high deductible/lower monthly rate (HDHP) coverage options through Blue Cross and Blue Shield of Alabama. Coverage begins the first day of the month after employment date.

Dental and Vision Insurance

Dental Insurance is provided by United Concordia and Vision Insurance is provided by VSP. Dental insurance is a group plan that helps pay costs of preventative, basic, and major dental care. Vision insurance offers employees the opportunity to voluntarily enroll in a vision plan that entitles an enrollee and his or her eligible dependents to specific eye care and eyewear benefits defined in the vision policy. Coverage begins the first day of the month after employment date.

Life and AD&D Insurance

Life insurance and AD&D coverage is provided by DEFTEC at no cost to the employee. The amount of coverage provided is salary dependent. Employees may also purchase supplemental coverage through DEFTEC's group plan from Colonial Life.

Disability

Short and Long-Term Disability coverage provides salary continuation if you are unable to work because of a non-work related illness or injury. This coverage is also provided to the employee at no cost by DEFTEC after 90 days of service

401(k) Plan

The DEFTEC 401(k) savings plan is available for enrollment after 90 days of service. DEFTEC offers a safe harbor matching contribution equal to 100% of an employee's salary deferrals (contributions) that do not exceed 3% of an employee's compensation plus 50% of an employee's salary deferrals between 3% and 5% of an employee's compensation. This safe harbor matching contribution is calculated and paid out per pay period and is immediately 100% vested.

Combined Leave Account for Time Off

Employees manage their vacation, personal days and sick leave through a combined Personal Time Off (PTO) account. Your PTO leave accrual rate and eligibility will depend on your position and your length of service with the company.

Holidays

DEFTEC employees receive 10 Federal Government holidays a calendar year.