



2023 Benefits & Incentives

- 401(k) & Roth 401(k) Plans with Company Match*
- College Scholarship Program Awards
- Dental Insurance
- Dependent Life Insurance
- Flexible Spending Accounts
- Health Insurance
- Jury Duty Leave
- Paid Holidays
- Paid Time Off Policies*
- Paid Vacation
- Paid Sick Leave Accrual*
- Paid Personal Days
- Life & Vision Insurance
- Health Savings Account (HSA)
- Prescription Plans
- Accidental Death and Dismemberment
- Credit Union*
- Dependent Care Flexible Spending Account
- Weekly Pay and Direct Deposit *
- Health Care Flexible Spending Account
- Job Referral Bonus Program* (Eligible Employees Only)
- Operations Claims Bonus (Specific Employees Only)
- Extra Premium Pay (Eligible Employees Only)
- Safe Driving Bonus Program (Drivers Only)
- Safety Awards Program (Specific Employees Only)
- Service Awards
- Short-Term and Long-Term Disability Programs
- Workers Compensation*
- Paid Bereavement

Estes reserves the right to change, adjust, amend, or terminate benefits at any time.

* Indicates part-time employee eligibility

EOE/Vets/Disabled