

Health Insurance

If you are a full-time employee, you are eligible for health coverage on the first of the month following 30 days of employment.

Your group health plan includes:

- Group health medical plan with prescription coverage
- Dental coverage
- Vision coverage
- Flexible benefit cafeteria plan
- Employer paid life insurance
- Employer paid accidental death and dismemberment (AD&D)
- Employer paid long-term disability
- Employer paid employee assistance program (EAP)
- Voluntary supplemental insurance options such as short-term disability

Disability insurance (100% employer paid for eligible employees)

Long-term disability is provided at 66.66% of your monthly base pay upon qualification.

Basic life insurance (100% employer paid for eligible employees)

Basic life/accidental death & dismemberment (AD&D) insurance is provided at 1.5 times your annual base salary.

Retirement savings plan

- BBG offers a 401(k) retirement plan through Fidelity Investments.
- BBG matches 100% of the first 1% of your contributions and 50% of the next 5% of your contributions.
- BBG provides a Profit Sharing Contribution of 2.5% of compensation after 1 year of employment.
- Employees are fully vested in the matching contributions after 2 years of employment and after 3 years of employment for the profit sharing contributions.

Paid time off (PTO)

- PTO accrues biweekly. If you are a full-time or part-time employee, you will earn PTO based on your length of service.
- You will have nine paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve, Christmas Day and a personal floating holiday.

Benefits

Additional benefits

- Optional life insurance
- Tuition reimbursement
- Voluntary supplemental benefits
- Employee assistance program
- Employee discount program
- Incentive compensation plan
- Direct deposit
- Got Health wellness program
- Employee recognition programs
- ASPIRE Awards Program –employees recognize peers for going above and beyond their work and service.
- Employee of the month program – recognize employees that exemplify our core values of ASPIRE.
- Service award program – recognizes certain levels of service milestones.
- Internal career progression framework – encourages employee development and growth.
- Extended illness benefit (EIB) - EIB accrues bi-weekly. If you are a full-time or part-time employee, you will earn EIB based on your length of service.
- Employee referral program – receive monetary compensation for referring someone who is subsequently hired.

