

International Crankshaft Benefit Program

Skill Based Pay System - Raises based on how fast you successfully pass evaluations

- Possible, Production bonuses, incentive bonuses and holiday bonuses
- 12-hour shifts, 7am – 7:20pm or 7pm – 7:20am, days off during the week!
- Overtime paid after 36 hours in one week and after 40 the following
- Career Advancement Available
- Choice of 16 Anthem Medical / Vision and Delta Dental Insurance plans available on your first day of employment
- Flexible Spending and Health Savings Accounts available on your first day of employment
- Paid Vacation in your first year
- Paid Emergency Absence Days
- Paid Life Insurance 2x annual salary to cap of \$100,000
- Paid Short-Term and Long-Term Disability Insurance after 1 year of full-time employment
- Paid laundered uniforms upon hire
- Shift Differential: additional pay of \$0.30 cents for all hours worked between 3pm – 11:20pm and \$0.45 cents for all hours worked between 11pm – 7:20am.
- 401K Company match dollar for dollar up to 3% and \$0.50 cents on the dollar for 4% and 5%
- 401K Company eligible after 6 months of full-time employment following the first of a new quarter
- \$150 dollars for Metatarsal Safety Boots every 9 or 12 months based on placement
- \$165 for Prescription OSHA approved Safety Glasses every two years
- Accrue seniority immediately
- Immediate Holiday Pay
- Immediate Paid Bereavement
- Immediate Paid Jury Duty
- Company events and gifts
- Outside Training possibility