



# BELMARM I

*Beautiful Marble*

Importer & Fabricator ♦ Custom Granite, Marble & Stone ♦ Tile

The undersigned does hereby acknowledge the following benefit schedule for full time employees:

1. Insurance
  - a. Medical insurance is provided for the employee by Belmarmi, Inc. At this time there is no cost for the employee's portion of the premium. Any dependent coverage is the employee's responsibility. You must complete sixty (60) days of service to be eligible for medical insurance. Your effective date is the first of the month following eligibility.  
**Example:** Start date is 11/5/03. Eligibility date is 12/5/03. Effective date is 1/1/04.
  - b. Dental insurance has the same eligibility requirements as medical insurance. Belmarmi, Inc. will contribute 50% of the employee's premium. Any dependent coverage is the employee's responsibility.
  - c. Life insurance also has the same eligibility requirements as medical insurance. It is provided for the employee by Belmarmi, Inc.
  - d. Additional insurance, short-term disability, long-term disability, accident, additional life insurance and cancer policies, are available thru AFLAC. Any supplemental policies are the responsibility of the employee.
2. Vacation
  - a. Vacation time is earned upon completion of one year of service. Upon your first year of service you will earn one week of vacation time. After your second year of service you will earn two weeks of vacation time. Any time off prior to your first year of service will be unpaid leave.
3. Sick Days
  - a. Belmarmi, Inc. does not offer any sick time. If you are unable to come to work please contact your supervisor prior to 8:00 am.

*Inspired by European Tradition.*

4. Holidays
  - a. The following days will be paid holidays.
    1. New Year's Day
    2. Memorial Day
    3. Independence Day
    4. Labor Day
    5. Thanksgiving Day
    6. Christmas Day

In order to receive these holidays as paid, you must work the day prior to and the day after the holiday, unless arrangements have been made and approved in advance.

5. Sportsplex
  - a. As an additional benefit, you may sign up for membership upon completion of 90 days of service with Belmarmi, Inc.

I do hereby acknowledge and accept the policies described above.

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Employee Signature

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Printed Name

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Date