



Employee Benefits

Gonzaba offers a full-range of benefits for full-time employees starting the **1st of the month** after you have completed 30 days of employment. It is considered a cafeteria plan, meaning you can pick and choose which benefits you want and who you want covered in those plans.

Medical (including Rx N' Go Program)

Dental

Vision

Allstate Voluntary Insurance (Critical Illness, Accident, and Cancer)

401K Contribution Match

Flexible Spending Account (Medical and Dependent Care)

Life Insurance Policies

Short-Term Disability

Employee Assistance Programs

Gold's Gym Discount

Pet Insurance

MetLife: Home and Auto Insurance

Other company benefits start after **90 days** of employment. Those include:

Paid Time Off (PTO):

4.62 hours per pay period

Can roll over every year until 240 unused hours

Tuition Assistance

Holidays are effective after 1st day of employment.

Paid Holidays (start Day 1):

New Years Day

1/2 Battle of Flowers

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

1/2 Christmas Eve

Christmas Day

Floating Holiday