

WORKING FOR TRIAD

Triad Engineering, Inc. is 100% employee-owned and operated. Our Employee Stock Ownership Plan serves as a company-funded retirement plan for employees by holding tax-free investments on their behalf. Our plan is overseen by appointed Trustees and Triad's Board of Directors and administrated by a company specializing in ESOP programs; however, being part of an ESOP is about more than just a retirement plan. As an employee-owned firm, we care about each other, we care about our work, and we care about our clients. Our standards are high, but we are always on the lookout for the best new employees to help grow our family.



TRIAD Listens, Designs, & Delivers™

EMPLOYEE BENEFITS

Safety

- o Comprehensive safety training
- o Company-paid Personal Protective Equipment (PPE)
- o Fleet Vehicle Program
- o Clothing Allowance
- o Boot Allowance

Company-Paid Leave

- o Personal/vacation/sick leave
- o Eight paid holidays
- o Family Adaptation Leave
- o Bereavement Leave

Retirement Programs

- o 401(k) Plan with Company Match
- o Employee Stock Ownership Plan (ESOP)

Education/Technical

- o Tuition Reimbursement Program
- o Reimbursement for professional licenses, memberships and/or continuing education

Wellness Reimbursement Programs

- o Weight loss program memberships
- o Fitness center classes/memberships
- o Smoking/tobacco cessation programs/products
- o Entry Fees for participation in community athletic events
- o Approved workplace ergonomic aids

Insurance Benefits

- o Point-Of-Service Medical Plan
 - Aetna network*
 - Lower deductible, reasonable premiums*
 - Company-funded Health Reimbursement Account to offset deductible costs*
 - Office visit co-pays*
 - 80/20 coverage after deductible*
 - Family coverage available*
- o High Deductible Health Plan
 - Aetna network*
 - Higher deductible, lower premiums*
 - Company-funded and employee-funded Health Savings Account to offset healthcare costs*
 - 80/20 coverage after deductible*
 - Family coverage available*
- o Dental Insurance
 - Included with either medical insurance selection*
 - Preventative, Basic and Major Coverage*
 - Family coverage available*
- o Vision Insurance
 - Company-paid premium for employees*
 - Family coverage available*
 - Coverage for Exams, Glasses and Contact Lenses*
- o Company-paid Short Term Disability insurance
- o Company-paid Long Term Disability insurance
- o Company-paid Life insurance
- o Company-Paid counseling services
- o Section 125 Cafeteria Plans
 - Pre-tax withholding for medical expenses*
 - Pre-tax withholding for dependent care expenses*

MARYLAND
Hagerstown

VIRGINIA
Winchester
Sterling

WEST VIRGINIA
Scott Depot
Morgantown

PENNSYLVANIA
Mechanicsburg
New Stanton

OHIO
Portsmouth