

Benefits of Joining McGard's Team!

Health, Dental & Vision Insurance

Full time employees are eligible the first of the month following 30 days of employment, to participate in the company's health, dental, and/or vision insurance programs.

Employees share in the cost of their chosen insurance programs and the premiums are deducted on a "pre-tax" basis. Therefore, those insurance payments are deducted from their pay before individual tax deductions are calculated.

Group Term Life Insurance

The company provides for full time employees and at no cost to the employee. One and one-half times your annual base salary. The employee can purchase additional coverage.

Attendance Bonus

Any qualified employee who fulfills a defined monthly work schedule without incurring any absenteeism or tardiness shall be paid a bonus equal to 4% of their gross earnings.

Retirement Plan, 401 (k)

McGard pays you to save for your retirement by offering the best 401(k) plan available. Open enrollment is quarterly: January, April, July and December of each year. Employees are eligible to participate after completing six months of employment. Employees elect a percentage of their salary to be contributed towards their plan. Company match is based on the first 5% of employee contributions. McGard will make an additional annual year-end lump sum contribution to the employee in December, according to the schedule in the employee's handbook.

Additional Benefits

AFLAC Cancer Insurance	Bereavement Leave	Company Events
Company Flex Dollars	Computer Classes	Dependent Care Spending Account
Employee Assistance Program	Direct Deposit (Mobile App)	Educational Assistance Program
Holidays – 10 paid days	Family and Medical Leave	Health Care Spending Account
Long Term Disability	Jury Duty	Life Insurance (self, spouse or child)
Personal Days	NYS Disability	NYS Paid Family Leave
Thanksgiving Turkey	Social Security Match	Supplemental Short-Term Disability
Vacation	Worker's Compensation	

Profit Sharing

Newly hired full-time employees are immediately qualified to participate in the current profit-sharing plan. Presently, profit-sharing checks, where applicable, are distributed four times a year.