

National HVAC Service

Building Efficiency and Sustainability

A Service Logic Company

*Our **Mission** is to ensure optimal customer satisfaction by providing quality workmanship in the HVAC industry while maintaining efficiency, sustainability & integrity in an environment in which our employees can succeed.*

2024 Benefits Fact Sheet

At National HVAC Service, we recognize that our ultimate success depends on our talented and dedicated workforce. We are pleased to offer an attractive benefits package designed to protect the well-being and financial health of our employees. We strive to be the employer of choice in all our service areas.

The following benefits are offered to all full-time regular employees of National HVAC Service and their family members. New employees are eligible for insurance coverage on the first of the month following a thirty (30) day waiting period. New employee 401(k) participation begins on the first of the month of the next quarter after the ninety (90) day waiting period.

- Qualified high deductible health plan with access to a health savings account (HSA). **FREE TO NATIONAL EMPLOYEES! National pays 100% of the Employee Only premium** for medical, dental and vision in this plan*.
- Additional choice of two **low-deductible** PPO medical plans employees can participate in. **SUBSTANTIALLY SUBSIDIZED BY NATIONAL**
- Long Term Disability **FREE TO NATIONAL EMPLOYEES!**
- \$50,000 Basic Life Insurance **FREE TO NATIONAL EMPLOYEES!**
- \$50,000 Accidental Death & Dismemberment Insurance **FREE TO NATIONAL EMPLOYEES!**
- Employee Assistance Program **FREE TO NATIONAL EMPLOYEES!**
- 401(k) plan: We **match 50% for the first 6%** that you contribute
- Annual discretionary **profit sharing** at a minimum of 1% of earnings regardless of 401(k) contribution
- Additional voluntary benefits available as well

Paid Time Off

- Up to **10 days paid time off** during first full year of employment, escalates with tenure
- **9 paid holidays** per year

Service Logic EDGE Training and Career Development Programs!

Paid Weekly!

And lots of other perks!

*Employees pay a small rate to add spouse and/or children.