



St. Romain Oil



P.O. Box 98, Mansura, Louisiana 71350
Phone: (318) 240-9494 | Fax: (318) 240-9561

EMPLOYEE BENEFITS SUMMARY

- **Group Hospitalization Insurance:** St. Romain Oil pays the full premium for employee group hospitalization through Blue Cross/Blue Shield of Louisiana
Additional family members may be added at employee's expense, as follows:

Employee Only:	Company pays full premium; no cost to employee
Employee & Spouse:	\$178.77 per pay period (\$4,648.02/year)
Employee & Child(ren):	\$151.96 per pay period (\$3,950.96/year)
Employee & Family:	\$330.71 per pay period (\$8,598.46/year)
 - **Group Short Term & Long Term Disability Insurance:** St. Romain Oil pays the full premium for employee short term & long term disability insurance through Blue Cross/Blue Shield of Louisiana
 - **Group Life Insurance:** St. Romain Oil pays the full premium for a \$10,000 life insurance policy through Blue Cross/Blue Shield of Louisiana
 - **401(k) Employer Matching Program:** St. Romain Oil matches \$0.50 for every \$1.00 of an employee's contributions to the company-provided 401(k) plan up to the annual federal limit (employees eligible after 6 months of employment and fully vested for company matching after 5 years)
 - **Profit Sharing:** All employees are eligible for semi-annual or annual profit sharing bonuses under either our retail or wholesale program plans
 - **Paid Vacation:** St. Romain Oil employees earn five (5) paid days of vacation after one year of employment and an additional day each successive year up to a maximum of ten (10) paid vacation days per year
 - **Employee Assistance Program:** free access to counseling services for a variety of stress-inducing situations, ranging from substance abuse to marital difficulties and more
 - **Drug-free Workplace:** employees subject to pre-employment, random, reasonable suspicion and post-accident drug testing
 - **Paid Sick Days:** St. Romain Oil provides employees with five (5) sick days after three months of continuous employment
 - **Paid Holidays:** Full-time employees receive the following days off with pay*:
 - New Year's Day
 - Independence Day (July 4th)
 - Labor Day
 - Thanksgiving Day
 - Christmas Day
- *Retail employees may be required to work on these days but will receive double pay or a floating holiday for the holiday; Easter Sunday is also considered a paid holiday for retail employees
- ***A supportive and successful team with a winning attitude!***