



*Because Top Quality Employees Deserve Top Quality Benefits*

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### **COMPETITIVE PAY**

Trinity's salaries are based on market surveys and individual performance. Trinity recognizes exemplary performance through out the year. Trinity's recruitment bonus program provides a great monetary incentive for employees to assist in recruiting and retaining qualified candidates.

### **HEALTHCARE COVERAGE**

Trinity sponsors insurance programs for medical, dental and vision.

- Medical: Choose from HMO, PPO or a hybrid of the two depending on your location
- Dental: Nationwide PPO includes annual cleanings
- Vision: Nationwide PPO provides annual eye exams, coverage for glasses or contact lenses, discounts on LASIK surgery and much more

Our healthcare coverage combined with our wellness program and the support of our EAP help our employees get the highest quality of life. Trinity has a tobacco free and drug/alcohol free work environment.

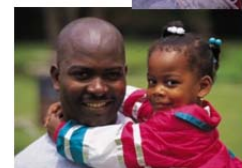
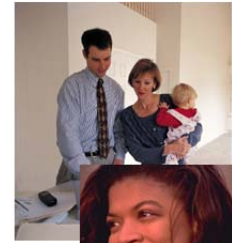
### **LIFE /STD /LTD /AD&D**

Employee life insurance coverage is provided for all employees who work at least 20 hours per week. Voluntary supplemental life insurance coverage is also available to employees and qualified dependents. Short-term disability (STD) and Long-term disability (LTD) coverage is provided without cost to the employee.

### **PAID TIME OFF**

Trinity believes that if its employees have a full and balanced life outside of their career they will perform better while at work. To that end Trinity provides an annual leave program to all full and part-time employees. Accrued leave can be used for vacation, illness, personal business, and general time off from work. Trinity also provides the option to bank a holiday.

Additionally Trinity observes all ten (10) of the federal holidays and provides time off for bereavement, jury duty and military leave.



## **RETIREMENT PLANS**

To help you achieve your long-term financial goals Trinity provides all employees 21 or older with an employer-paid 401(k) program. Employees may elect from a variety of investment options for their own contributions. Trinity may match or make contributions to further supplement your retirement dollars.

## **EDUCATION REIMBURSEMENT**

Education reimbursement is available to employees who have completed 90 days of employment. The company will reimburse qualified educational expenses. The employee is expected to remain with the company for one year following reimbursement.

## **FLEXIBLE SPENDING ACCOUNT**

Flexible spending accounts allows eligible employees to set aside a specific pretax dollar amount for unreimbursed medical, dental, and dependent care expenses.

## **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

The company, through INOVA, provides confidential employee counseling services, work life referral services, convenience services and financial & legal resources.

## **TRANSPORATION BENEFITS**

Trinity provides transporation and parking benefits per IRS guidelines.