

What We Offer

**Total Compensation &
Benefit Package**

**On Site Health &
Wellness Clinic**

**Dynamic &
Pleasant Culture**

**Leadership &
Development
Opportunities**

**Social Responsibility &
Charitable Giving**



Competitive Salary & Cash Bonus

- Our wages are competitive with market, and we also have a generous annual cash bonus program!

401(k) and Employee Stock Ownership Plans

- There are two retirement plan offerings at Hatco. The 401(k) plan offers a matching contribution of 50% up to 4% and our ESOP (Employee Stock Ownership Plan) is hard to beat with an annual company contribution level of 20%!

Disability and Life Insurance Plans

- Company paid short and long term disability and life insurance coverage is provided. Voluntary benefit offerings are also available.

Low Cost Health, Dental and RX Employee Premiums

- Employee health, dental and RX monthly premiums average only 10% of total cost!

Health Reimbursement Arrangement

- Employee owners are given \$1,000 for family coverage and \$500 for single coverage to use for medical, dental and RX costs not covered by insurance. The amount rolls over each year with no limit and can be used at retirement.

Paid Time Off

- 24 hours per year of paid time off in addition to a generous paid vacation and holiday plan.

Staffed with Nurse Practitioners

- We partnered with a local health system that provides experienced Nurse Practitioners and Medical Assistants in our onsite clinics.

Convenient Onsite Office Visits

- Dedicated clinic and physical therapy rooms are connected to the office and plant facilities for employee owners, spouses and dependents.

No Cost for Employees & Spouses/Dependents

- Office visits and most lab work performed in the clinic are of no charge to employee owners, spouses and eligible dependents.

Company Sponsored Charity Events

- Company sponsored charity events are coordinated each year and employee owners can be reimbursed for registrations to charity events.

Annual Clothing, Food and Blood Drives

- Employee owners coordinate annual clothing, food and blood drives for local charities.

Company Donation Matching Program

- The company matches donations of employee owner time and money!

On the Job Training Programs

- Opportunities to expand job knowledge and work toward advancement is encouraged and supported.

Committee Opportunities

- Wellness Committee and Employee Owner Communications Committee opportunities are available. Both committees have been recognized by outside organizations for their outstanding efforts!

Succession Planning Programs

- To secure a skilled and prepared workforce, the company has put in place a succession planning program.

Education Assistance Program

- In order to support employee owners in their desire to achieve a higher education, the company has a generous education assistance program!

Leadership Development Programs

- To help employee owners advance and develop their skills and abilities, the company has comprehensive leadership development programs in place.

Short Work Weeks

- Most of our production staff enjoys a 3, 4 or 4.5 day work week!

Summer Friday Hours

- What a great idea. This allows our office staff to get a jump start on our summer weekends and enjoy more time with family and friends.

Employee Owned Environment

- Being an employee owner is a unique experience that has created an environment of pride, quality, dedication and appreciation for our customers and fellow employee owners.

Fun Events Throughout the Year

- Cookouts, office olympics, chair massages, t-shirt contests, company picnics, recognition lunches, birthday and anniversary celebrations and much more!

Dynamic and Pleasant Work Environment

- Work environment is clean, comfortable and newly remodeled!

Recognition Programs

- Formal and informal recognition programs to acknowledge employee owner achievement.