



# Now Hiring!

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[TexasFirstRentals.com](https://TexasFirstRentals.com)

# EMPLOYEE BENEFITS

**Work and Life should fit together**

Texas  First

 CAT

 THE RENTAL STORE

People who do great work deserve great support. Our goal is to help you be the best ‘you’ that you can be, both inside and outside of work. That isn’t just good for you – it’s good for the people you love, too.

## BENEFITS

- Medical Plan Options – Preferred Provider (PPO); and High Deductible plus Health Savings Account with Company contribution
- Dental Plan Options
- Vision Plan
- Company Paid Life Insurance/Accidental Death and Dismemberment (AD&D)
- Optional Voluntary Life and AD&D – you, your spouse, and your family
- Voluntary Short-Term Disability
- Company Paid Long-Term Disability – with option to buy up
- Flexible Spending Account/Dependent Care Flexible Spending Account
- Accident Insurance
- Critical Illness
- Hospital Indemnity
- Pet Insurance
- Tool Insurance

## PEOPLE & PERKS

- Recognition Program – Celebrate your achievements and milestones
- HOLT University – Expand your skills, develop your talent, and grow your opportunities
- ProTech – Technician training program to help you enhance your skills

## WELLNESS

- Wellness Rewards
- Employee Assistance Program
- Gym Discount
- Online Exercise classes
- Tobacco Cessation Program
- Diabetes Program
- Weight Loss Program

## FINANCIAL BENEFITS

- 401(k) Dollar for dollar match up to 4% of your contribution
- Profit Sharing Plan, discretionary
- Personal Financial Planning

## ADDITIONAL BENEFITS

- Company uniforms provided
- Vacation Days – up to 4 weeks based on years of service
- Paid Holidays – 7 days
- Tuition Reimbursement Program – \$5,250 every year
- Paid Child Bonding Leave – 15 Days
- Safety Boots Program, Safety Glasses, and Tool Purchase Program
- Sign-On Bonus (for eligible roles)

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