



Employee Benefits and Programs

Our employees are among our greatest assets. At Leonard Bus Sales, our unique, award-winning work environment is designed to cultivate and encourage safety and quality. We offer an employee-friendly and fun place to work. The company has a rich tradition of excellence and an unmatched reputation. We invest a great deal into our employees because it is the right thing to do for them and our customers.

See below to learn more about our company culture and work environment.

**Some of the benefits outlined below are not available for part-time employees.*

**All benefits are subject to change.*

Career

We value the employee-friendly culture that we have created over the years, and believe that we have some of the best employees in the U.S. In keeping with that belief, Leonard Bus Sales offers the following:

- Excellent work environment
- Business casual dress code
- Career development and growth
- Opportunity for a flexible schedule
- Ongoing job training
- Employee recognition and appreciation

Time

Having a balanced life is very important and that is why we give our employees the time they need to lead a well-balanced life. Whether through our paid time off program or our flexible scheduling, Leonard Bus Sales strives to meet the needs of our employees.

- Paid time off program based on years of service. Full-time employees are eligible for paid time off after 90 days of employment
- Flexible work schedules (subject to manager's approval)
- Eight paid holidays
- Jury duty, military, and funeral leaves

Financial Goals

Meeting your financial goals can be an important consideration when deciding where to work, at Leonard Bus Sales it is not just about the compensation; we also want to help you plan for your future.

- Competitive pay
- Company paid – life insurance
- Optional life
- 401(K)
- Financial seminars offered through Principal
- Bonuses
- Merit increases

Health

Leonard Bus Sales truly cares about our employees and want to help them lead healthy and productive lives. For that reason, our benefit offerings are among the finest anywhere.

- Affordable, quality, and comprehensive medical, dental, and vision plans
- Healthcare flexible spending accounts
- Short and long term disability plans
- Employee Assistance Program (EAP) for confidential assistance with personal matters
- AFLAC supplemental insurance
- Health savings accounts

Family

At Leonard Bus Sales, we understand the importance of leading a well-balanced life and meeting family needs and obligations. We offer the following benefits to help you maintain this balance.

- Dependent care flexible spending accounts
- Domestic partner benefits
- Family medical leave (must meet eligibility requirements)
- Flexible work schedules (subject to manager's approval)
- Work/life resources available to assist employees with a variety of family-related issues

Extras

Who doesn't like a little something extra? Over the years, we have developed relationships with vendors to offer discounts and services that our employees really value. We call these "extras" our "**Tickets at Work**" program, which provide exclusive savings to hotels, rental cars, movies, theme parks and more.

Additional Benefits

Leonard Bus Sales provides additional benefits to our employees including:

- Tool allowances for all technicians
- Allowances for boots and prescription safety glasses
- Uniforms
- Educational reimbursement
- Direct deposit
- Legal Shield