

**DID YOU KNOW...**  
**Just a few Benefits**  
**and Incentives at**  
**Paul's Ace Hardware**

**Medical Insurance\***  
Four options available

**Vision Insurance\***

**Dental Insurance\***  
Three options available

**TelaDoc Service**

**Life & AD&D Insurance\***

**Incentive:**  
Average Sale  
Up to \$150.00/mo\*

**Incentive:**  
Recruitment  
Program  
\$50-\$100 per referral\*

**Incentive:**  
Warehouse/  
Driving/Service  
Est. \$80.00/mo based on 160  
hrs/mo \*

**Incentive:**  
New Driver  
Hiring Bonus  
Up to \$2,500.00 based on  
driver classification\*

**Incentive:**  
Cashier Program  
Est. \$80.00/mo based on 2000  
transactions\*

**Additional Benefits:**  
SmartDollar  
By Ramsey Solutions -  
Free!

**Additional Benefits:**  
401K Retirement with  
Match\*

**Additional Benefits:**  
Paul's Savings  
Program with Match  
Up to \$500.00\*

**Additional Benefits:**  
Two Free 24-Hour  
Rentals

**20% Employee Discount**  
Excludes non-  
discountable and sale  
items

**Personal Time Off:**  
Accrual Percentage  
increases with tenure  
starting from date of hire

**Career:**  
Promotion from within!

**Training:**  
Ongoing while on the  
clock!

\*Eligibility Requirements