



Baker Group offers a comprehensive benefits program with a variety of options to meet the needs of our team.

Non-Collective Bargained Employees

(NON-UNION, DIRECT HIRE TEAM MEMBERS)

Baker Group is a 100% employee-owned company! The Employee Stock Ownership Plan (ESOP) is part of our retirement resources for non-union employees. Through the ESOP, our non-union team members have an ownership stake in the company. After one year of service and at least 1,000 hours worked in 12 consecutive months, team members will enter our ESOP and be eligible to receive company stock. We offer these additional benefits:

- 401(k) retirement plan
- Health care, dental and vision coverage
- Flexible Spending Account & Health Savings Accounts
- Company paid life insurance with an option for voluntary purchases
- Disability coverage
- Paid time off
- Paid bereavement leave, holidays and jury duty
- Free access to a financial planner
- Wellness activities
- Employee Assistance Plan
- Tuition reimbursement plan
- Variety of paid training opportunities
- AFLAC plans
- Paid Maternity Leave
- Paid Parental Leave
- Military Pay
- Bereavement Care
- Legacy Planning
- Free Identity Protection Services
- Adoption Assistance