

Employee Assistance Program (Mutual of Omaha)

This benefit is available to all Cadence employees and provides confidential access to a program that offers support, guidance and resources for you and your household members.

Compensation & Professional Growth

Where innovation and excellence create a platform for opportunity and growth. Cadence Petroleum offers a competitive salary and outstanding benefits while providing a family-oriented culture.

- Full-time position pay is compensated based on qualifications, within a particular hiring range.

Cadence encourages its employees to better themselves. This benefits the employee and Cadence Petroleum Group.

- Employee training and development
- Employee service awards
- Potential for movement between divisions

Mission Statement

Cadence provides product and distribution solutions for our customers with highly trained and experienced, local employees who develop trusted relationships to keep America moving.

To provide our customers with the best products and services. Cadence Petroleum and our suppliers stand behind the products we offer. We will create value for customers and distinguish ourselves from competitors.

Vision Statement

Cadence Petroleum Group aims to bring a single-minded focus to delivering customer service and added profitability to businesses. We focus on People. Distribution. Excellence.

We differentiate ourselves by understanding the needs and delivering products and solutions that bring real, measurable, and lasting value to our customers. We seek to build long term, mutually beneficial relationships with our employees, customers, and suppliers by providing superior products and services



CADENCE
PETROLEUM GROUP

Core Values



*The benefits of
working for*
**Cadence
Petroleum
Group**

Health Insurance

Cadence Petroleum Group offers comprehensive and competitive Health Plans with Health Savings Account and Flexible Spending Account options to its full-time employees. You can also cover your dependents at a reasonable rate.

And Cadence will make a contribution to your HSA, on your behalf! The current contribution amount is \$300 annually for individual and \$600 annually for family coverage.

Medical rates do not reflect any wellness discounts.

Health Premiums	PPO 4,000	PPO 1,750	PPO 1,000	HSA
Individual	\$50.75	\$80.51	\$125.72	\$61.97
Employee/Spouse	\$149.94	\$295.68	\$334.93	\$220.13
Employee/Child(ren)	\$113.52	\$169.91	\$225.38	\$117.05
Family	\$272.69	\$384.81	\$439.60	\$289.99

Dental & Vision Insurance

Cadence Petroleum Group offers two dental & vision plans, to its full-time employees. You can also cover your dependents and even buy up your dental plan for an additional cost.

Dental Premiums	Core	Buy Up
Employee	\$11.44	\$14.14
Employee/Spouse	\$24.25	\$29.97
Employee/Child	\$26.91	\$35.33
Family	\$41.97	\$55.10
Vision Premiums	VSP*	EyeMed*
Employee	\$3.35	\$3.35
Employee/Spouse	\$6.61	\$6.61
Employee/Child(ren)	\$5.86	\$5.86
Family	\$9.13	\$9.13

* VSP Choice network (Costco, Walmart, Pearl Vision, Vision Works)

* EyeMed Insight network (LensCrafters, Pearl Vision, Target Optical, America's Best)

Life Insurance

Cadence Petroleum Group offers a fully paid life insurance policy, with accidental death and dismemberment to its full-time employees. The policy equates to one time your annual salary for hourly employees (\$100k max) and two times your annual salary for salaried employees (\$150k max), in the event of death. You can also purchase voluntary life insurance for your dependent(s).

About Us:

Cadence Petroleum Group believes that each employee contributes directly to the company's growth and success.

We have over 30 locations and are continuing to grow! Our facilities are strategically located across the country to best serve our partners and provide flexibility for our employees.

Current States: AL, AR, GA, KY, LA, MO, NC, OH, OK, SC, TN, VA, WV, IN

401(k) Plan

Cadence will match the employees first 3% of contributions by 100% and the next 3% of contributions by 50% in your 401(k) account. Eligible employees can voluntarily contribute to the 401(k) on a pre-tax basis, within IRS limits. Participation in the 401(k) plan is voluntary.

Voluntary /Supplemental Benefits

- FSA, Dependent Care Reimbursement Account, Accident, and Hospital Indemnity
- Short / Long Term Disability, Critical Care, Whole Life
- These benefits are voluntary and are 100% paid by the employee, but we benefit from group rates, to help keep costs down.

Other Valuable Benefits

- Will Preparation and Legal Documents Online Tool
- Worldwide Travel Assistance
- Wellness Incentive (Reduces health premium)
- Medicare Solutions advised by licensed agent

Paid Leave

- Bereavement Leave: 3 days for immediate, 1 day for other family
- Holidays: 8 days, plus one/two floating holiday depending on how Christmas falls on calendar.
- Vacation (full-time employees only):
 - First year is prorated based on month hired
 - Year 2 of employment through 5 years: 10 days per year
 - Beginning 6th year employees will be eligible to use: 1 additional day per year, up to a maximum of 15 days per year.

DELIVERING VALUE AT EVERY TURN