

CLASSIFIED MARKETPLACE

IN PRINT
ONLINE
SOCIAL MEDIA

PLACE YOUR AD TODAY!

Call 920-533-8338

www.thecampbellsportnews.com • www.kstatesman.com

Online Readership over 7,000/Week • Print Readership over 9,000/Week

Classified Marketplace Information

To Place, Correct or Cancel Your Ad,
Call 920-533-8338

Line ads may also be placed online at
www.thecampbellsportnews.com

Non-commercial rate: \$6.00 for the first 3 lines,
45¢ for each additional line.

Deadline is 2pm on Monday

Classified Line Ad Policy

Publisher reserves the right to refuse any ad.

We Will Not Publish Ads That:

- We believe to be untrue, misleading or inappropriate.
- Get rich quick schemes and the like.
- Not responsible for errors & omissions.

NOTICES

CLASSIFIED COMBOS WORK!
Your classified ad appears in the Dodge County Pionier, The Campbellsport News, Kewaskum Statesman and all three websites!
Dodge County Pionier 920-387-2211
Campbellsport News & Kewaskum Statesman 920-533-8338

TO GIVE AWAY

FREE KITTENS - Call or text 920-960-7518.

EMPLOYMENT

CDL TRUCK Driver: Part or full time. Apply in person at Guelig Waste Removal, N4456 Hwy 45, Eden.

HELP WANTED: Local meat processing company seeking full time positions in various departments, retail, sausage kitchen, processing, sanitation, maintenance, slaughter floor. Apply in person at Kewaskum Frozen Foods, 118 Forest Ave., Kewaskum.

NOW HIRING!!!
Rest Area Maintenance Crew Worker
\$8.15 Starting Hourly Wage
3-4 days a week, every other weekend.
8:45 a.m. to 3:15 p.m.
6.5 hours per day

DRIVER WANTED: Tractor, trailer, dump operator. Home nights. Year round work. Paid vacation and holidays. Must have CDL. Call Mike at: CHARLES POCH INC, W423 State Rd. 67, St. Cloud, WI 920-477-2011.

CAREGIVERS WANTED: Part time hours, all shifts. Apply at 280 N. Bauman St., Campbellsport or call 920-533-4300.

FIND IT
in the newspaper

MAINTENANCE TECHNICIAN

Lakeside Foods, 709 Allen St., Random Lake, Wisconsin has open full time maintenance positions due to retirements.
Hiring Trainee to Experienced Maintenance.
Offering a career with no to little college debt.
The location is a season vegetable freezing operation. Processing varies but it generally from mid-June thru mid-October. This operation continues to update equipment with numerous capital projects.
We are offering:

- Competitive Salary based on experience
- Non-Processing season work week would consist of day-shift, 4-10s Monday thru Thursday, with some voluntary overtime. Holiday work is not required during this non-processing season.
- Processing season may require night shift and overtime-working to enable more days off during processing through maintenance additions.
- Great Benefit package, profit sharing, profit incentive, paid time off.
- Great opportunity for advancement.
- Education assist programs.
- Offering a Professional Career Maintenance Program

Maintenance Technician Responsibilities:

- Perform a variety of activities to maintain plant equipment and facility in optimum operating condition.
- Maintain and repair plant and facility equipment of a mechanical, electrical, or hydraulic nature.
- Perform preventative maintenance and repairs on equipment.
- Diagnose problems, replace or repair parts, test, and make adjustments.
- Assist with moving, relocating and installation of equipment.
- Perform simple machinist duties and responsibilities.
- Read and interpret equipment manuals and work orders to perform required maintenance and service.
- Use a variety of hand and power tools, electric meters and material handling equipment to perform duties.
- Comply with safety regulation and maintain clean and orderly work areas.

LAKESIDE FOODS
Attn: Human Resources
PO Box 483
709 Allen Street
Random Lake, WI 53075
Or e-mail: clsalazar@lakesidefoods.com
920-994-2117
An Equal Opportunity Employer M/F/D/V

SERVICES OFFERED

Order your wedding invitations and dance cards at the Dodge County Pionier office!
All Carlson Craft invitations are 25% off!
Stop by to see our selection at 126 Bridge St., Mayville 920-387-2211 or visit our website: www.dodgecountypionier.com

MISCELLANEOUS MERCHANDISE

GET NOTICED!
Add a photo or logo to your ad!

MISC. STEEL sales, new & old, Angles - Chans - Flat etc., J & M Minz, Kewaskum, 262-626-4937.

HOUSEHOLD

Avoid 99% of online scams by dealing locally and in-person.

MAYVILLE AREA RUMMAGE SALES

HUGE RUMMAGE Sale, W2388 Farmersville Rd., Mayville, Fri., Sept. 14, 6-8 p.m., Sat., Sept. 15, 8am-4pm, kids storage locker, kids credenza, (2) 20" bikes, new 3/4 ton 20 ft. reach chain hoist, 20 ft. fiberglass ext. ladder, dog training collar, snowboard, misc. sports gear, smart watch, collapsible wagon, patio table and chairs, boys clothes 5/6 to 10/12, girls clothes 10/12 to Jr. 14, books and toys and misc. items.

HOUSEHOLD SALE
512 Dayton St., Mayville, Sept 14 & 15; Fri: 8:30-5, Sat.- 8:30-3.
Everything must go!

HORICON AREA RUMMAGE SALES

ESTATE SALE Saturday, September 15, 2018 at 313 W. Lake Street, Horicon from 9 am to 4 pm (no items sold before 9). 14' flat bottom boat and trailer with newer 9.9hp Mercury motor. Household items including but not limited to collectibles, furniture, dishes, silverware, sporting goods and garage items. There may be barricades on West Lake Street limiting traffic to local only that day. The estate sale is considered local traffic. Sidestreets will also be open.

CAMPBELLSPORT AREA RUMMAGES

ESTATE RUMMAGE SALE - Some antiques, lots of household stuff. At 127 N Elm Street. 9/14 & 9/15 from 8am-4pm.

MOVING SALE
Sept 20th • 9 a.m. - 5 p.m.
Sept 21st • 9 a.m. - 1 p.m.

1421 HIDDEN FIELDS DRIVE WEST BEND
(accept cash or credit/debit cards - 3% convenience fee)

Downsizing, so we have many treasures to sell! To see pictures and get more details go to:
www.estatesale.com
Search under companies "8153"
Estate & Moving Sales "Made Easy" LLC
Peggy 920-602-0642

RUMMAGE/ESTATE SALE - School clothes girls sz L/XL, also jr. and adult, toys, household, collectibles, jewelry from the '40s and '50s, glassware, and much more. N944 HWY G, Campbellsport, near New Fane Sportsman's Club. 9/13, 9/14, 9/15 from 9-4



Spotter / LPR Camera Car Operator

We are seeking an operator to spot vehicles for repossessions. We require the following qualifications:

- Excellent computer skills a must
- Clean MVR
- Ability to follow specific directions
- Excellent communications skills
- Excellent organizational skills
- Clean and professional appearance
- Professional attitude with the ability to keep information confidential
- Ability to follow specific guidelines and instructions
- Ability to pass background check
- Minimum 25 years of age
- Ability to work in a very fast paced environment
- Must be able to pass pre-employment drug screen and random drug screens

If you feel you are a qualified candidate for this position, please submit a resume with contact information including contact number.
jesse.statewiderecovery@gmail.com

STATEWIDE RECOVERY SPECIALISTS

Tow Truck / Recovery Operator

We are adding an operator to cover the Milwaukee through Madison area conducting repossessions. We require the following qualifications:

- Extensive tow experience and skills (dollies, go-jacks, self-loader, etc.)
- Minimum 25 years of age
- Ability to pass background check
- Professional attitude with the ability to keep information confidential
- Clean and professional appearance
- Excellent communication skills
- Excellent organizational skills
- Must be able to pass pre-employment drug screen and random drug screens
- Ability to follow specific guidelines and instructions
- General computer skills
- Ability to work in a very fast paced environment
- Clean MVR

If you feel you are a qualified candidate for this position, please submit a resume with contact information including contact number.
jesse.statewiderecovery@gmail.com

STATEWIDE RECOVERY SPECIALISTS

CITY OF MAYVILLE PUBLIC WORKS DEPARTMENT

Applications will be accepted for one (1) Laborer position in the City of Mayville Public Works Department. Employment will begin on mid-October. Work duties will include, but not be limited to: Brush Pick-up, Curbside Leaf Collection, Snow Plowing, Storm Sewer Repair, Street Repair, Building and Ground Maintenance, and other miscellaneous and related departmental duties as assigned. Work hours are Monday thru Friday 40 hours a week with seasonal overtime.

Qualifications:

- **Must possess a valid CDL license, Class B.C.D.**
- Must have High School Diploma or GED.
- Must possess a valid driver's license and a good driving record
- Ability to operate Dump Truck, Front End Loader, Backhoe and other heavy equipment.
- Experience in Snow Plowing, carpentry, masonry and other related skills are desirable.

Starting wage will be commensurate with experience and finalized at the time of hire. Interested persons may obtain an application form at Mayville City Hall, 15 S. School Street, Mayville, WI 53050 or at www.mayvillecity.com. Applications should be returned to the same location. Applications must be submitted by 4:30 p.m. on Friday, September 21, 2018.

The City of Mayville is an Equal Opportunity Employer.

CLASSIFIEDS WORK! CALL TODAY

FULL & PART TIME POSITIONS AVAILABLE

Romie's BP & Piccadilly Circus Pizza in Allenton is seeking a couple friendly, energetic people for customer service positions. All positions have advancement opportunities for the right candidates. Candidates should be reliable, honest and hardworking.

- Able to accommodate most school & college schedules.
- Competitive pay (based on experience).
- Family owned and operated since 1953.
- Clean and safe work environment.
- 2 people staffing.
- Uniforms and paid training provided.
- Educational grants available for students.

Schedules: Sunday-Thursday or Tuesday-Saturday
Stop in at Romie's in Allenton, 523 Main Street, 262-629-9000 to fill out an application!

bp

REAL ESTATE FOR SALE

CONDO FOR SALE - KEWASKUM, TIMBLIN DRIVE, CORNER LOT. City amenities with a rural flavor, located at the edge of town. 1500 sq. ft., shopping within walking distance, quiet neighborhood. 2 car garage, 2 bedrooms, 2 baths, heated sunroom. AC, gas fireplace, newly carpeted. \$215,000. By appointment only. 920-686-8899, 920-901-9524, 715-277-3646, 262-689-7428.

WHOO'S THE BEST. River View Hills, Theresa and Sunny Creek Homes, Reeseville are UPSCALE subdivision style land lease communities that offer quality factory built homes on site that can accommodate up to a 2.5 car garage. Call River View Hills at (920) 488-4175 or Sunny Creek at (920) 927-7374 or visit us on line at www.riverviewhills.com.

FOR RENT MAYVILLE AREA

2 BED, W/D hook-up, stove, fridge, water, garage included. No pets. Sec. Deposit. \$570/mo plus electric. Avail. Sept. 1. 920-922-9270 or 920-517-9270.

2 BR in MAYVILLE! Rent based on 30% of income, updates in kitchen and bathroom, across from schools, laundry on-site. **Clark Gardens Apartments** 920-387-4613 *Equal Housing Opportunity*

2 BEDROOM apt., no pets. 1.5 baths, central air, washer & dryer, 1-car garage. \$725 per month. Available Oct. 8. Call 920-948-3236.

MAYVILLE, 2 br, \$550, 1st month's rent free. water and trash incl., appl. incl., Rachel, 262-224-9248.

MAYVILLE: 1 bdrm. upper apt., Appliances Incl. garage, parking. \$475/mo plus security. Call 920-382-9600.

RIVERSIDE APTS. 1 bed apt. garbage, s/w, off-street parking. \$500/mo. + Sec. Dep. Single occupancy. Call or text. 920-210-7448.

FOR RENT HORICON AREA

AFFORDABLE 2 BR in Horicon. All utilities included, rent based on 30% of income, on site laundry! Call 920-485-0288 *Equal Housing Opportunity Find us on facebook*

HORICON: PARC WEST APTS 1 bedroom lower apt., \$670, country living, condo-like unit, stove, refrig, dishwasher, A/C, washer/dryer included in unit, heat, and garage included, cats okay. Call 414-546-3333.

FOR RENT LOMIRA AREA

NEW DEVELOPMENT in Lomira, 3 bedroom/2 bath, 2-car attached garage with private entrances, 262-305-7666. www.iwishmanagementcompany.com

FOR RENT CAMPBELLSPORT

CAMPBELLSPORT 3-bedroom available now. 2 full baths, attached garage, dishwasher, central air, stove/refrigerator, soft water equipped, window blinds, garbage disposal, in unit washer/dryer. \$1,065.00. Pets considered. Preferably term lease. Call or text 920-948-0034

STORAGE SPACE

HIGHWAY G Mini Storage, now renting 10x: 10, 15, 20, 25, & 30. Take S north of Kewaskum 2 miles to G, 262-626-4937.

JUNEAU/MINI-STORAGE. Now available 10x20 & 10x40 on the corner of S Fairfield & Cross St. Call 920-960-4548.

MINI STORAGE spaces for rent, 1-1/2 miles south of Campbellsport on Century Dr., Call 920-960-3307.

WANTED TO BUY

WANTED: '70-'74 Dodge Challenger, '66-'74 Ford Bronco - restored or unrestored, 262-527-0208.

TRANSPORTATION

WANTED TO BUY: junker motorcycles, running or not, title or not, 262-527-0208.

RECREATIONAL

FOR SALE: Harley Davidson, BMW, Triumph. Mischler's Cycle Sales & Service, Hwy. 33 North, Beaver Dam. Phone 887-8425.

ADVERTISE HERE!
YOUR AD HITS 8,150 HOMES PER WEEK.







John Deere Horicon Works

CAREER FAIR

201 E. Lake St. – Horicon, WI 53032

SATURDAY, SEPTEMBER 22ND • 8 AM

(Pre-Register Online • www.johndeere.jobs/wage)

Job Fair to include: Information Sessions, Applications, Interviews and Physicals

YEAR ROUND FULL-TIME POSITIONS

Assemblers
Average compensation
w/ incentive pay \$16-\$18 per hr.

Press Operators & Welders
Average compensation
w/ incentive pay \$17-\$19 per hr.

OT Available

If you are unable to attend the Job Fair you can also go online and apply for other recruiting dates at the Horicon facility. For information about the jobs, candidates can visit the **Job Center of Wisconsin's web site at: <https://jobcenterofwisconsin.com/>**

- OR -

To apply: Complete our online application at www.JohnDeere.jobs

This contractor and subcontractor shall abide by the requirements of 41CFR 60-741.5(a) and 41CFR 60-300.5(a). These regulations prohibit discrimination against qualified individuals on the basis of disability and qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities and qualified protected veterans.

\$1000 Hiring Bonus!

BE YOUR OWN SUCCESS STORY

BE SOMETHING GREATER. BE QUAD.

\$16
ENTRY-LEVEL
START WAGE

+ EARN
10%
MORE



TRANSFORMING THE MANUFACTURING INDUSTRY

At Quad, you'll find passionate people driven by innovation and motivated to find a better way. We offer support at every step of your career – providing the skills and confidence to advance in the community we call Quad.



TAKE BETTER CARE

- Earn up to 10% more through our Manufacturing Incentive Program
- On-site or nearsite health, dental, and day care centers
- Paid vacation and holidays
- Retirement savings



ADVANCE YOUR CAREER

- Earn more through our on-the-job training programs
- Apprenticeship programs
- Opportunities for FT, PT and Skilled Operators with competitive wages.

BeQuad.com – Apply Today!



Pet-Friendly Indoor Gardening

MELINDA MYERS

Houseplants make a wonderful addition to our home's décor and improve the indoor air quality. Those with pets however may struggle with keeping plants safe from curious pets and the pets safe from indoor greenery.

The good news is you can grow an indoor garden even when you own pets. Yes, some do love to dig in the soil or even eat our favorite houseplants, but with proper plant selection and planning you can keep your pets safe while enjoying an indoor garden.

Start by selecting plants that are safe for your pets. Consult the

American Society for the Prevention of Cruelty to Animals website for a list of pet-safe plants to grow and toxic plants you should avoid. This will reduce your anxiety by helping you create an indoor green space safe for your pets.

Incorporate a few easy-care plants like blunt leaf peperomia, cast iron plant, spider plant, and Swedish ivy that are not toxic to cats and dogs. Add some color to your indoor garden with dog and cat safe African violets and Phalaenopsis orchid.

Next, adjust your gardening style to keep your plants safe from curious pets. Mulch the soil in large planters with

chunky woodchips or decorative stones to prevent cats from using the planters as a spare litter box. Just make sure the mulch is not attractive to or poses a danger to dogs or other pets that might be tempted to eat the mulch or get it lodged in their mouth.

Or invest in a commercial mat designed to prevent digging. Most are made of plastic or rubber with upward facing nubs that humanely discourage digging. Just cut the mat to size and set it on the soil surface.

Consider elevating your garden by growing plants in hanging baskets or in pots placed on high shelves out of the reach of curious ani-

mals. Be sure to keep up with pruning as those long-dangling stems can provide tempting entertainment.

Break out the homemade or commercial repellents for those persistent pets. Use products labeled for this purpose or make sure your homemade concoction is safe for pets, plants and furnishings.

Enlisting scare tactics may be the next step to keeping your plants safe from grazing pets. Squirt bottles, noisemakers, and commercial devices may help deter pets from digging and munching on plants.

Using a variety of strategies often yields the best results. Once

you find the best method for keeping your plants safe and pets healthy and happy, you'll be able to enjoy the beauty and benefits indoor plants provide.

author of more than 20 gardening books and is the host of *The Great Courses' How to Grow Anything DVD series*. Her website, www.MelindaMyers.com, offers gardening tips and videos.

Melinda Myers is the



Spider plant is an easy-care plant that is non-toxic to dogs and cats.

Submitted by: Melinda Myers, LLC

CLASSIFIED NETWORK OF WISCONSIN



AGRICULTURAL/FARMINGSERVICES

CORN FARMERS - Did you sell corn between September 2013 to April 2018? You may be entitled to compensation, from Syngenta Corn Settlement. Call Attorney Charles H. Johnson 1-800-535-5727 (CNOW)

FOR SALE- MISCELLANEOUS

SAWMILLS from only \$4397.00- MAKE & SAVE MONEY with your own bandmill- Cut lumber any dimension. In stock ready to ship! FREE Info/DVD: www.Norwood-Sawmills.com 800 567-0404 Ext.300N (CNOW)

MISCELLANEOUS

Sleep Apnea Patients - If you have Medicare coverage, call Verus Healthcare to qualify for CPAP supplies for little or no cost in minutes. Home Delivery, Healthy Sleep Guide and More - FREE! Our customer care agents await your call. 1-888-330-5987 (CNOW)

DISH TV \$59.99 For 190 Channels \$14.95 High Speed Internet. Free Installation, Smart HD DVR Included, Free Voice Remote. Some restrictions apply. Call 1-855-997-5088 (CNOW) **DONATE YOUR CAR, TRUCK OR BOAT TO HERITAGE FOR THE BLIND.** Free 3 Day Vacation, Tax Deductible, Free Towing, All Paperwork Taken Care Of. CALL 1-855-711-0379 (CNOW)

DONATE YOUR CAR FOR BREAST CANCER! Help United Breast Foundation education, prevention, & support programs. **FAST FREE PICKUP - 24 HR RESPONSE - TAX DEDUCTION 1-855-978-3582 (CNOW)** A PLACE FOR MOM. The nation's largest senior living referral service. Contact our trusted, local experts today! Our service is FREE/no obligation. CALL 1-855-385-8739 (CNOW)

All Things Basement! Basement Systems Inc. Call us for all of your basement needs! Waterproofing, Finishing, Structural Repairs, Humidity and Mold Control. **FREE ESTIMATES!** Call 1-855-781-4387 (CNOW)

SPORTING GOODS

GUN SHOW: Sept 14-16, Waukesha Expo Forum, 1000 Northview Rd. Waukesha, WI Friday 3pm-8pm, Saturday 9am-5pm, Sunday 9am-3pm. \$7 (14 & under FREE) **BUY/SELL/TRADE 608-752-6677** www.bobandrocco.com (CNOW)

WANTED TO BUY OR TRADE

FREON R12 WANTED: CERTIFIED BUYER will PAY CASH for R12 cylinders or cases of cans. (312) 291-9169; www.refrigerantfinders.com (CNOW)

TOP CASH PAID! FOR OLD MOTORCYCLES! 1900-1979. DEAD OR ALIVE! 920-371-0494 (CNOW)

AUCTION PAT ESSMANN

Saturday • September 22th, 2018 • 10:00AM
W5235 Church Road, Fond Du Lac WI 54937
Approximately 6 miles southeast of Fond du Lac. Watch for Arrows.

Property for Sale by Owner 920-266-3421

*Vintage Farm Tractors & Eq: IHC H w/Loader · IHC 300 Utility w/Fast Hitch · IHC Super C w/ Fast Hitch, Sharp · (2) IHC Cubs, Electric Start · IHC Low Boy Cub · IHC Cultivision A · IHC 10-20, 1919 Needs Work · IHC 2400 A Parts · Case SC Tractor · Fast Hitch 7 ft Mower · Fast Hitch Disk · 2-Bottom Plow · 1-Bottom Plow · 3 Trailers · Etc. *Farm & Garden: Simplicity 23HP Mower Like New · Ariens Snowblower Like New · Gilson 16HP Mower · (4) Rototillers · Lawn Roller · Portable Generators · Versa-Matic Sickle Mower · Horse Plow · Horse Cultivator and More. *Machine Tools & Hand Tools: Milwaukee Model H Digital Read Mill · Kearney Trecker Mill · Bridge Port 1HP Mill Digital Read · Ingersoll Rand 7 1/2 Air Comp Like New · (3) Large Table Grinders · 4 ft Metal Brake · (2) Cherry Pickers · Hyd Press · Tire Changer · (2) Blast Cabinets · Torch Set & Cart · ATV Motorcycle Jack · 48" Power Band Saw · (2) Floor Jacks · Lincoln 350 Mig Welder · 24" Band Saw · Parts Washer · Heavy Bench & Vise · (2) Drill Press · 84" Lathe and 48" Lathe & Tooling · (3) Large Tool Boxes Full · Milwaukee Power Tools · Battery Chargers · Hand Tools · Garden Tools · And Much More. *Antique: Sausage Stuffer · 5 gal. Laktone Crock Jug. *Toy Tractors: (40) Toys-Still in Box. *Gun & Gun Safe: 30 Gun Safe-Like New.

WI Registered Auctioneers:
Phil Majerus #676: 920-979-2901
Pat O'Brien #287: 920-960-7583
Auction Specialists · PO Box 100 · Lomira · WI 53048
Website: www.auctionsp.com

MENARDS **MIDWEST MANUFACTURING**

NOW HIRING

AT OUR IRON RIDGE DISTRIBUTION CENTER

JOB FAIR

ON-SITE INTERVIEWS

September 17th - 21st 8am - 6 pm

Full Time and Part Time Production, Warehouse, Manager Trainee, Local Drivers and Yardhouse Drivers

Up To \$1000 Sign On Bonus

Instant Profit Sharing • Store Discount • Healthcare & Dental Plans • Paid Vacations • Paid Holidays
\$2.00/Hr. 2nd shift premium
\$3.00/Hr. Weekend Premium

Apply online at www.menards.com/dccareers or in person Monday through Friday 8:00 a.m. - 6:00 p.m. at W3167 County Road S Iron Ridge, WI 53035



JOHN DEERE
Horicon Works
Is Hiring

PERMANENT FULL-TIME POSITIONS!

www.Johndeere.jobs/wage
Horicon, WI 53032

For information about the jobs, candidates can visit the Job Center of Wisconsin's web site at <https://jobcenterofwisconsin.com/> or to apply, complete our online application at www.JohnDeere.jobs

This contractor and subcontractor shall abide by the requirements of 41CFR 60-741.5(a) and 41CFR 60-300.5(a). These regulations prohibit discrimination against qualified individuals on the basis of disability and qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities and qualified protected veterans. EOE

Industrial Pipefitter
\$26.86

Tool & Die Maker
\$26.86

Machine Maintenance & Electrical Machine Maintenance
\$26.86

JOURNEYMAN CARD OR EQUIVALENCY REQUIRED EXPERIENCE IN INDUSTRIAL SETTING (OVERTIME AFTER 8 HOURS)

Hiring Relocation Benefit
Miles from factory Employee Benefit 0-300 \$1,500
Benefits include: Health, Dental, Vision, Life and Disability Insurances; Paid Holidays, Vacation, Sick and Personal Leave; Retirement, Defined Contribution 401K Plan, Profit Sharing, Flexible Spending Accounts (Dependent & Medical); Paid Training, Tuition Reimbursement Benefits coverage effective the first day of the month following attainment of seniority.