

BENEFIT	DESCRIPTION	WHEN ELIGIBLE	PAID BY
Medical: United Healthcare	<ul style="list-style-type: none"> <li>Choice (HMO) or Choice Plus (PPO)</li> </ul>	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	Pre-tax deduction. Company pays 70% of premiums and employee pays 30% of premiums
Dental:	<ul style="list-style-type: none"> <li>100% for Preventive both DMO and PPO</li> </ul>	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	Pre-tax deduction. Company pays 50% of premiums and employee pays 50% of premiums
Aetna Program	<ul style="list-style-type: none"> <li>100% for Basic Services DMO and 80% for PPO</li> </ul>		
(DMO/PPO)	<ul style="list-style-type: none"> <li>60% for Major Services DMO and 50% for PPO</li> </ul>		
Vision:	<ul style="list-style-type: none"> <li>Exam and lenses once every 12 months/ frames every 24 mos</li> </ul>	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	<ul style="list-style-type: none"> <li>Included in United Healthcare premium*</li> </ul>
Group Life & AD&D	1x annual base salary	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	100% Company
Long Term Disability	Based on salary and commission. 60% of monthly pay up to a maximum of \$10,000 per month.	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	100% Company
Flexible Spending Account	Allows employee to pay for unreimbursed medical/dependent care expenses with pre-tax dollars.	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	Employee
Holidays	Seven	Immediately.	Company
Vacation	<ul style="list-style-type: none"> <li>Up through First year = Pro rated number based on start date</li> <li>0-4 year anniversary = 10-25 days dependent upon job functions/Salary range</li> <li>5-9 year anniversary = 15-25 days dependent upon job function/Salary Range</li> <li>10+ year anniversary = 20-25 days dependent upon job function/Salary range</li> </ul>	Immediately.	Company
Sick Days	Five days paid per calendar year.	Immediately.	Company
Profit Sharing Plan/ 401K	<ul style="list-style-type: none"> <li>Long Term Retirement Benefit of up to 6% as follows: <ul style="list-style-type: none"> <li>Employee can defer the lesser of \$14,000 (2005) or 100% of Compensation. The company matches 100% of the first 6% of the employee's compensation deferral.</li> </ul> </li> <li>Vesting of company's contribution is immediate</li> <li>Pre-tax deduction.</li> </ul>	Eligible on the first of the month following 3 consecutive months of employment. Company contribution begins once enrolled	Employee and Company matching up to 6%
Bonus Plan	All employees are bonus eligible. Targets vary dependent upon job function	Coverage begins the 1st of the month after 30 day waiting period following the month of hire	Company
EmployeeAsst. Orogram (EAP)	Provides professional counseling services.	Immediately.	Company