

Benefit Introduction

Benefits are only open to eligible employees (30 hours per week or more). All PureSafety benefits, except for leave time and 401K are effective immediately.

Health Insurance

Our healthcare insurance program offers you a choice of three different PPO options designed to help meet your family's medical and vision needs. All three options are administered by Blue Cross Blue Shield.

Option 1 plan pays up to 80% of usual and customary charges once your annual deductible (\$1,000 for employee only; \$2,000 for family) has been met. Your standard office visit co-pay will be \$25. This plan also offers prescription drug coverage of \$10 for generic, \$35 for preferred brand, and \$50 for non-preferred brands. Vision benefits are included. Monthly premium cost for employee only coverage is \$16.55, family monthly premium cost is \$363.69.

Option 2 plan pays up to 80% of usual and customary charges once your annual deductible (\$1,500 for employee only; \$3,000 for family) has been met. Your standard office visit co-pay will be \$25. This plan also offers prescription drug coverage of \$10 for generic, \$35 for preferred brand, and \$50 for non-preferred brands. Vision benefits are included. There is no monthly premium cost for employee only coverage. Family monthly premium cost is \$322.60.

Option 3 plan is a high deductible health plan and pays up to 100% of usual and customary charges once your annual deductible has been met (\$2,500 for employee only; \$5,000 for family). Generally, you will be required to pay all medical expenses until your annual deductible has been met. Once you have met your annual deductible, all future expenses during that calendar year will be covered at 100%, including prescriptions. There is no monthly premium cost for employee only coverage. Family monthly premium cost is \$125.03. The company contributes \$40 per month into a Qualified Health Savings Account on behalf of employees who enroll in Option 3 (employee only coverage).

Dental Insurance

Employees have access to a voluntary dental insurance plan which is administered by Blue Cross Blue Shield. Employees currently pay the entire monthly premium. You do not need to enroll in a medical plan in order to enroll in the dental plan. Our dental plan offers the following coverage:

- \$1,000 per calendar year maximum benefits per covered individual
- Preventative care is covered at 100%
- Basic services are covered at 80%, less a \$50 deductible
- Major restorative services are covered at 50%, less a \$50 deductible

Health Savings Account (HSA), Flexible Spending Account (FSA), Dependent Care Spending Account (DFSA)

Employees will have access to qualified HSA, FSA, and DFSA spending accounts. Greater details are provided upon hire.

Short term Disability

Voluntary
Employee paid premium

Long term Disability (90 day elimination period)

Company-paid benefit

Life Insurance

\$25,000 company paid
Company paid premium
Supplemental plans available

401K Plan with Company Matching

Employees are eligible to participate upon the completion of six (6) months of service. You may defer income from your base salary (plus overtime as applicable) subject to current IRS limits (\$15,500 annual maximum deferral for 2008). Current company match is 25% of every dollar you contribute into the plan up to an annual maximum employer match of 6% of your annual base salary. You must be at least 21 years of age to participate.

Paid Time Off (PTO)

PureSafety provides employees with paid time off (PTO) from work for any personal reason which can include, vacations, sick leave, personal business, etc. PureSafety groups all traditional categories for compensated time off (excluding holidays and bereavement) into one PTO category.

Hire date, First - Second Anniversary: 15 days per year
Third - Fifth Anniversary: 17 days per year
Fifth and Beyond: 18 days per year

Holidays (The Company provides for eight paid holidays)

- New Years Day
- Memorial Day
- July 4th
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- New Years Eve Day

Employee Referral Bonus Program

PureSafety offers a generous employee referral bonus (up to \$2,500).