



# EMPLOYEE BENEFITS AT F. RODGERS CORP.

## CALIFORNIA-Applicable to Office Employees ONLY

### Medical

F. Rodgers employees may choose from 3 medical plans: Kaiser Permanente HMO, Anthem Blue Cross HMO, and Anthem Blue Cross PPO.



### Dental

F. Rodgers offers 2 dental plans to choose from: Assurant/United Dental Care HMO and PPO. Among the benefits, both plans cover preventive care every 6 months.



### Vision

F. Rodgers offers a fully employer-paid vision plan for all eligible employees. "BlueView" vision from Anthem Blue Cross covers: eye exam every 12 months for a \$25 co-pay, lenses every 24 months for a \$25 co-pay, and frames or contact lenses (up to \$130 value) every 24 months with no co-pay.



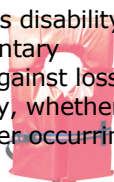
### Life Insurance

Through Anthem Blue Cross, F. Rodgers offers \$25,000 Group Term Life to all eligible employees. This fully employer-paid benefit increases to \$50,000 coverage after 5 years of employment. Employees have option to purchase additional coverage for themselves and dependents, as well as Accidental Death & Dismemberment (AD&D) insurance.



### Voluntary Long Term Disability

F. Rodgers offers eligible employees disability coverage from Assurant. This voluntary (employee-paid) benefit protects against loss of income due to a serious disability, whether illness or injury related, and whether occurring on- or off-the-job.



### Sick Leave

Eligible employees earn 3 days per year of sick leave. Accrual begins on your date of hire.



### EAP Employee Assistance Program

F. Rodgers employees and members of the employee's household receive this fully-employer-paid benefit. Managed Health Network provides a variety of confidential services, such as counseling for marriage and family problems, emotional matters, drug/alcohol, and other personal issues. Assistance is also available for child or elder care concerns, legal and financial matters, and online preparation of a will.



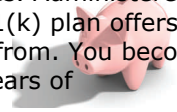
### FSA Flex Spending Account

F. Rodgers offers FSA that allows you to pay for your uninsured health care and dependent care expenses using before-tax contributions from your paycheck. Your decision of how much to set aside each paycheck may be made only once each year, this amount cannot be changed until the following year, and any unspent amounts at year-end will be lost. Make sure not to set aside more than you are likely to use.



### 401(k)

F. Rodgers 401(k) has a 20% company match and starts after 6 months of employment. The plan is designed to help eligible employees save for retirement and simultaneously reduce taxes. Administered by PenSys Inc. F. Rodgers 401(k) plan offers a variety of funds to choose from. You become fully vested after (6) full years of continuous employment.



### Vacation & Holidays

**Vacation**-Eligible employees accrue vacation starting from their date of hire. All office employees will be entitled to ten (10) days of paid vacation annually.

**Holidays**- Eligible employees receive 8 total holidays:

- New Years
- Washington's B-Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving (2) days
- Christmas Day

