



# EMPLOYEE BENEFITS AT F. RODGERS CORP. OREGON/COLORADO/WASHINGTON

Applicable to Office Employees ONLY

## Medical

F. Rodgers offers its eligible employees the Sierra Health & Life PPO medical plan. A PPO provider network is available in all three states.



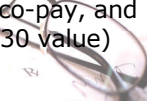
## Dental

F. Rodgers offers the Assurant/United Dental Care PPO dental plan. For preventive care, visits every 6 months are covered 100%.



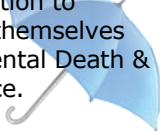
## Vision

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.



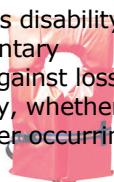
## Life Insurance

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.



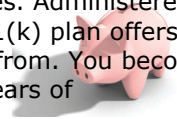
## FSA Flex Spending Account

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

