

SUMMARY OF BENEFITS

MEDICAL BENEFITS

Eligibility: First of the month following date of full-time employment. Preferred Provider Program (PPO)-Usual and customary and reasonable. \$20.00 office visits. Low deductibles. Company pays 90% of monthly premium-Employee pays 10%.

DENTAL BENEFITS

Eligibility: First of the month following date of full-time employment. Small deductible. Company pays 50% of monthly premium-Employee pays 50%.

HEALTH SAVINGS ACCOUNT

Allows up to the IRS limit to be set aside on a pretax basis for the payment of eligible health and/or day care expenses such as child care and adult day care.

LIFE & A.D.D. INSURANCE

Eligibility: The first of the month after 60 days of full-time employment. Equal to annual compensation up to \$200,000 per year.

SHORT & LONG TERM DISABILITY

Eligibility: The first of the month after 60 days of full-time employment. ADC pays premium.

401K

Eligibility: First of the month after 6 months of employment. Company matches employee contributions at a rate of 75% on the first 8% of wages. Different investment options are offered with toll free and Internet access to account information.

VACATION & PERSONAL DAYS

Eligibility based on length of service.

HOLIDAYS

The Company recognizes eleven (11) paid holidays annually.

EDUCATIONAL ASSISTANCE

Eligibility: Must be a full-time employee for at least a year.

BONUS PROGRAM

Depending on company performance, all employees are eligible for participation in the Company Bonus Program.

DIRECT DEPOSIT

Employees may arrange for a direct deposit of their payroll check to any financial institution who will participate.

LEAVES OF ABSENCE

Full-time employees are eligible for various forms of leave. Examples are Family & Medical Leave (FMLA), Jury Duty, Bereavement & Personal leave.

This summary is provided for informational purposes only. The plans, policies and procedures outlined are not contractual in nature. Anderson Development Company reserves the right to modify, revoke, suspend, terminate or change any or all such plans, policies or procedures, in whole or in part, at any time, with or without notice.