

PRO-FAB, INC. BENEFITS SUMMARY

MEDICAL & DENTAL INSURANCE – Health Insurance coverage is through BlueCross/BlueShield of Oklahoma. Dental Insurance is through Delta Dental of Oklahoma. The Health Insurance coverage offers two PPO plans all full-time regular employees at a small cost or no cost to the employee. Employees will be responsible for most of the cost of dependent coverage. For new employees, coverage begins the 1st of the month following a 90-day probationary period.

LIFE INSURANCE – Pro-Fab, Inc. provides its full-time employees \$15,000.00 life insurance coverage and \$15,000.00 accidental death & dismemberment (AD&D) coverage. Additionally, Voluntary Life Insurance (VTL) is available at the employee's expense, for up to 5 times your annual salary with a maximum of \$1 million. Coverage for your spouse is limited to \$100,000 and children from 15 days to 21 years can be insured for a maximum of \$10,000. For new employees, coverage begins the 1st of the month following a 90-day probationary period.

PERSONAL INCOME PROTECTION (PIP) – This voluntary short term disability package, offered through Aflac, provides a monthly benefit you choose should you become disabled because of an accident or illness. The benefit begins right away for an injury and you have two elimination periods for an illness to choose from. Benefit amounts up to 60% of your salary to a maximum of \$6000.00 per month. Premiums are conveniently deducted from your payroll. For new employees, coverage begins the 1st of the month following a 90-day introductory period.

401(k) – Employees salary deferrals can range from 1% to 20% of their income with a maximum dollar amount of \$17,000 allowed per calendar year or \$21,500 maximum if you are over 59 years of age. Pro-Fab, Inc. matches 25% of the first 4% of your salary deferral contributions annually. An employee is eligible to participate in the Plan if they are at least 18 years old and have completed 90 days of service. Initial enrollment will be 1st of the month following your 90-day introductory period.

125 CAFETERIA PLAN – A new employee is eligible to participate in the 125 Cafeteria Plan beginning on the 1st of the month following a 90-day introductory period. An employee may elect to participate in the Cafeteria Plan for medical expense reimbursement up to \$3500, Cancer and Accident Insurance Plan premiums, and/or Child Care/Dependent Care expenses up to \$2500.

HOLIDAYS – Pro-Fab, Inc. recognizes 10 holidays. These holidays are paid to all full-time employees if all guidelines are met. They include New Year's Day, Memorial Day, 4th of July, Labor Day, 2 days at Thanksgiving, and 2 days at Christmas plus 2 personal holidays. Holiday hours count towards overtime calculations.

VACATION – Employees start accruing vacation hours monthly the 1st month after completing 90 days of service. Annual accrual equals 40 hours year 1, 80 hours annually for years 2-4 and 120 hours annually starting year 5. Vacation hours count towards overtime calculations. These can be taken in 1-hour increments.

DIRECT DEPOSIT – Payroll directly deposited into a registered financial institution of your choice.

TOOL & EQUIPMENT ASSISTANCE – Payroll deductions are available to help employees acquire tools and equipment necessary to perform job duties.

PRESCRIPTION SAFETY GLASSES – One pair of glasses can be purchased every 2 years. Pro-Fab, Inc. will pay up to \$65 on the frame and lenses at a designated eye care facility.

WORK SHOES/BOOTS – Work shoes/boots can be purchased from a local store with payments deducted from payroll over 6 pay periods.

UNIFORMS – The company will provide uniforms to eligible employees