



BENEFITS FOR GENERAL MANAGERS 2009

BENEFIT	WHEN ELIGIBLE	ADDITIONAL INFORMATION
Medical Insurance	<ul style="list-style-type: none"> First of the month following promotion or hire date 	May choose between two plans <ul style="list-style-type: none"> Cost for Plan A per paycheck* <ul style="list-style-type: none"> Single (\$1250 deductible) Family (\$2500 deductible) Cost for Plan B per paycheck* <ul style="list-style-type: none"> Single (\$750 deductible) Family (\$1500 deductible) *\$10 less per paycheck for non-smokers
Dental Insurance	<ul style="list-style-type: none"> First of the month following promotion or hire date 	Associate Associate & Spouse Associate & Child(ren) Family
Vision Coverage	<ul style="list-style-type: none"> First of the month following promotion or hire date 	Associate Associate & Spouse Associate & Child(ren) Family
Long Term Disability	<ul style="list-style-type: none"> After six months of employment 	<ul style="list-style-type: none"> Paid by company
Life and Accidental Death & Dismemberment	<ul style="list-style-type: none"> First of the month following promotion or hire date 	<ul style="list-style-type: none"> Paid by company \$20,000 life insurance benefit \$20,000 AD&D benefit (in addition to life insurance benefit)
Voluntary and/or Dependent Life	<ul style="list-style-type: none"> First of the month following promotion or hire date 	<ul style="list-style-type: none"> Coverage available for associate, spouse and/or child(ren) Paid by associate
401(k)	<ul style="list-style-type: none"> One year of employment 1000 hours of service annually Must be 21 years of age 	<ul style="list-style-type: none"> Company match of 50% on the first 8% of the pay you contribute to the plan
Flexible Spending Accounts	<ul style="list-style-type: none"> First of the month following promotion or hire date 	<ul style="list-style-type: none"> Dependent care account Medical expense account Contributions made by associate
Christmas Club	<ul style="list-style-type: none"> First of the month following promotion or hire date 	<ul style="list-style-type: none"> Associate contributes minimum of \$8 per paycheck. Company matches \$8 per check and pays monthly interest of 7%. Payout is the first week in December.
*Vacation	<ul style="list-style-type: none"> One week after one year Two weeks after two years Three weeks after 10 years 	<ul style="list-style-type: none"> Paid by company *Unused time does not carryover from year to year
*Sick Time	<ul style="list-style-type: none"> Two days after six months Five (total) days after one year One day may be used as personal day 	<ul style="list-style-type: none"> Paid by company *Unused time does not carryover from year to year
Tuition Reimbursement	<ul style="list-style-type: none"> After six months of employment 	<ul style="list-style-type: none"> Company may pay up to 100% of tuition up to \$5,250 per year
Short-term Disability	<ul style="list-style-type: none"> First of the month following hire date 	<ul style="list-style-type: none"> Paid by associate