



*BENEFITS FOR SALES 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 (\$1000 deductible) ○ Family (\$2000 deductible) • Cost for Plan B per paycheck* <ul style="list-style-type: none"> ○ Single (\$500 deductible) ○ Family (\$1000 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
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 	<ul style="list-style-type: none"> • Paid by company *Unused time does not carryover from year to year
Holidays	<ul style="list-style-type: none"> • Immediately 	<ul style="list-style-type: none"> • Paid time and one half if scheduled to work <ul style="list-style-type: none"> ○ New Year's Day ○ Thanksgiving Day ○ Christmas Day
Go-Getter Program	<ul style="list-style-type: none"> • Immediately 	<ul style="list-style-type: none"> • Paid by company • You receive \$100 cash, plus a gift, for each referral who is hired
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

* Sales managers must work an average of 32 hours per week to be eligible for benefits.