

How does one describe Rauland-Borg's team member benefits?



Rauland-Borg values the health and the financial security of every team member. And we know that the quality of our products and services is directly tied to attracting and retaining the best talent available. A strong benefits program helps our team members and their families manage their work/life needs such their health, family and money. Our extensive benefit programs, many paid at 100% by Rauland, are competitive with top companies in the industry. We are proud that Rauland-Borg has been named to the Honor Roll of "Companies That Care" in honor of our tangible commitment to work/life balance and in part for our creative and comprehensive benefits package.

Fringe Benefits

- On-site fitness center and full-time fitness coordinator
- Weight Watchers @ Work
- Wellness Fair
- Free health risk assessments and flu shots
- Free parking
- On-site cafeteria

Rauland-Borg Corporation

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www.rauland.com

Work/Life Balance Resources

ComPsych (www.guidanceresources.com)

- Resource & Referral service
- 24 hours a day / 7 days a week
- FREE for all team members and their family members
- Financial Resources:
 - » Free advice from certified CPA's
- Legal Resources:
 - » Free legal advice from licensed attorneys
 - » Reduced legal fees from attorneys
- Everyday Life Resources:
 - » Information and resources on numerous everyday life and family needs
- Counseling Services:
 - » 3 free in-person sessions per-issue with a ComPsych referred therapist

Paid Time Off

Vacation

- New team member – 10 days prorated based on month of hire
- 1-5 years of service – 10 days
- 6+Years of service – Increasing vacation benefits with a maximum of 20 days after 20 years of service

Holidays

- New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve

Personal Days

- 4 days per year

BENEFITS

QUICK REFERENCE GUIDE



RAULAND-BORG QUICK REFERENCE

BENEFITS GUIDE

**Non-Union
2008**

Group Insurance

(Effective 06/01/2008)

- All full-time (Non-Union) regular team members
- Coverage begins 1st of month following 30 days of employment
- Rauland-Borg pays 100% of the team member premium; 50% of the dependent premium

Medical

- Preferred Provider Plan (PPO) through PHCS network (www.phcs.com)
- Caremark Pharmacy network (www.caremark.com)
- In Network Benefits:
 - » \$250 Individual deductible
 - » \$750 Family deductible
 - » Plan pays 85% after deductible
 - » Preventive care covered at 100%
 - » \$10 co-pay per office visit
 - » \$10 co-pay for generic drugs per prescription and \$20 co-pay for brand name drugs per prescription
 - » Mail-order prescriptions 90 day supply for \$20 co-pay for generic drugs and \$40 co-pay for brand name drugs.
 - » Urgent Care services covered at 85% in and out of network after \$30 co-pay
 - » Emergency services covered at 85% in and out of network after \$100 co-pay
 - » National in-network coverage
- Out of Network Benefits:
 - » \$1,000 Individual deductible
 - » \$3,000 Family deductible
 - » Plan pays 50% after deductible

Dental

- Preferred Provider Plan (PPO) through Guardian Insurance (www.glic.com)
 - » No annual deductible
 - » Annual maximum benefit — \$1,500 per person
 - » Preventative and basic services covered at 100% (no deductible)
 - » Major services covered at 60% (no deductible)
 - » Orthodontia 50% with \$1,500 maximum (no deductible, includes Adult Orthodontia)
- Out of Network Benefits:
 - » Annual deductible – \$50 per person; \$100 family limit
 - » Annual Maximum benefit – \$1,500 per person
 - » Preventive services covered at 100% and Basic services covered at 80% (after deductible)
 - » Major services covered at 50% (after deductible)
 - » Orthodontia – 50% to \$1,000 lifetime maximum (no deductible, no age limit)

Vision

- Vision Service Plan (www.vsp.com)
- Exams every 12 months
- Lenses every 12 months
- Frames every 12 months
- In-network co-pay of \$10 for exam
- \$25 for lenses and frames for VSP providers
- Pre-defined reimbursements for non-VSP providers

Basic Life Insurance / AD&D

- Company pays 100% of team member premium
- 2x annual earnings to a maximum of \$300,000

Voluntary / Supplemental Life Insurance

- Team member pays premium
- Team Member coverage 1x to 5x base salary to maximum of \$500,000
- Spouse & Child coverage available

Short Term Disability

- Company pays 100% of premium
- Pays 80% of your regular pay for a maximum of 91 calendar days
- Coverage begins 1st day of hospitalization or 7th calendar day of illness / disability

Long Term Disability

- Company pays 100% of team member premium
- Pays 60% of your monthly base salary up to \$6,000 per month

Supplemental Long Term Disability

- Additional 6.67% of salary coverage available. Team member pays premium

Healthcare Reimbursement Account

- Pre-tax expense account maximum = \$5,000/year

Dependent Care Reimbursement Account

- Pre-tax expense account maximum = \$5,000/year

Tuition Reimbursement & Continuing Education

- 100% tuition reimbursement for pre-approved job-related, degree eligible courses upon achieving a minimum grade of "C"
- Rauland encourages 20 hours of continuing education a year

401(K) – Profit Sharing Plan

- Participation begins 1st of the quarter following 12 months of employment
- Team Members may contribute 1% to 100% of pre-tax payroll dollars, subject to IRS annual maximum
- Company may make annual discretionary profit sharing contribution upon approval by the Board of Directors