



EMPLOYMENT BENEFITS SUMMARY

September 1, 2014

FULL-TIME Employees:

All Group Insurance is effective on the 1st of the month following 30 days' continuous employment to Full-Time Employees working a minimum of 40 hours per week:

Medical Insurance: Anthem Blue Cross-MEDICAL: Medical, Rx & Chiropractic

Dental Insurance: (1) HMO* and (2) PPO Plans Offered. Employer pays 80% of Employee Premiums and 20% of Dependent¹

Vision Insurance: Premiums. If Employee declines medical coverage, Employer will cover 100% of full family dental & vision premiums AND provide you with an Incentive Benefit worth \$175 per month; AND if Employee declines ALL INSURANCE coverage (Medical, Dental & Vision), VPI will provide an Incentive Benefit worth approximately \$250 per month. Additional incentives apply if Employee chooses the HSA-High Deductible PPO Medical Plan. *HMO plans available to California employees only.

Anthem Blue Cross-DENTAL: Choice of DPO or DHMO

Anthem Blue Cross-VISION: Nationwide network of providers

Incentive Plan: **Earn FREE contributions to your other VPI benefit plans. NEW HIGHER AWARDS!**

By waiving all or part of the Medical, Dental & Vision group insurance offered by VPI, VPI will make a monthly contribution to your 401k plan, your FSA plan your AFLAC plan, or add cash to your paycheck. This is ideal for those who have dual coverage through a spouse, or prefer to self-fund with FSA's.

- o Decline Medical – Receive Full Family Dental & Vision \$175.00 per month
- o Decline Medical, Dental and Vision \$250.00 per month

Earn FREE contributions to your HSA – Health Savings Account

Each VPI employee who SWITCHES from their low-deductible (\$1000) Anthem PPO Classic Medical Plan or Anthem HMO Medical Plan to the high-deductible (\$3000) Anthem Lumenos PPO (HSA Eligible) Plan, will receive \$\$ contributed to their personal Health Savings Accounts:

One-Time Contribution-New Enrollees: \$75.00
 Monthly Contributions-New & Existing Enrollees: \$50.00 to \$70.00²

Life Insurance: Anthem Blue Cross – Basic LIFE & AD&D Insurance. Guaranteed issue benefit equal to one year's base wages up to \$200,000. 100% Employer paid. Full-time hourly Employees will receive insurance benefit equal to 2080 hours X hourly rate. Travel Assistance; Living Benefit, Waiver of Premium, Seatbelt, Common Carrier, Repatriation, Coma & Child education benefits; Age reduction schedule.

Supplemental Life:

Mutual of Omaha Life Insurance Voluntary benefits for Employees (5 x Annual Base Wages to a maximum of \$400,000.) Employee and Dependent Supplemental Life coverage available at employee cost through payroll deduction.

Disability Insurance: Mutual of Omaha: Employer pays 100% of Employee premiums. Not available to dependants.

Short-Term Disability: 60% of weekly earnings to \$2100/week for up to 22 weeks; 30 day waiting period.

Long-Term Disability: 60% of monthly earnings to \$9,500/month to Social Security Normal Retirement Age; subject to terms; 360 day elimination period, Employee Assistance Program (EAP.)

Paid Vacation: **Vacation hours are earned (accrued) commencing with hire dates.** See policy for caps & terms.

EMPLOYMENT PERIOD	HOURS ACCRUED/MONTH	TOTAL DAYS/YEAR
Years 1 – 4	6.66	10
Years 5 – 9	10.00	15
Years 10 – 24	13.33	20
Years 25 +	16.66	25

Sick Leave: **Five (5) paid sick days per anniversary year.** Sick leave accrues at the rate of 3.33 hours per month.

Holidays: **Eleven & one-half (11-1/2) days per calendar year.**

* New Year's Day	* ½ Day Good Friday	* Labor Day	* Christmas Eve Day
* Martin Luther King Jr. Day	* Memorial Day	* Thanksgiving	* Christmas Day
* President's Day	* Independence Day	* Day After Thanksgiving	* (1) Floating Holiday

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FULL and PART-TIME Employees:

Retirement Plan: **401(k) Retirement Plan** – Paychex Retirement Plan Services
When eligible, Employees may defer 15% of total compensation up to \$17,500 (\$23,000 if over age 50).

Supplemental Insurance: Employees may purchase a variety of **Supplemental Insurance and Benefit plans** through AFLAC. *AFLAC is an independent provider; plans are neither endorsed nor sponsored by Voice Print.*

Flexible Spending Plans (FSA): **Flexible Spending Accounts (FSA's)** for Dependent Child Care (DDC) and/or Unreimbursed Medical (URM) Expenses available through AFLAC/Wageworks. Employees may defer up to \$2,500 in each Flex Spending Account/calendar year.

HSA-Compatible FSA If Employee participates in an HSA plan for tax free payments of health care expenses, VPI offers an "HSA-Compatible FSA" plan that you may use alongside your HSA for tax free savings on Dental & Vision expenses only. See HR for details.

HSA – Health Savings Accounts

VPI is offering incentives for employees who enroll in the HDHP Anthem Plan AND open an HSA Account!

VPI now offers a qualified high deductible health plan (HDHP) through Anthem Blue Cross. By choosing this PPO medical insurance, you may open an HSA and maximize your tax savings, AND receive NEW VPI Incentive Benefits.

Benefits of an HSA Include:

- ✓ You own your account
- ✓ 2014 contribution levels: \$3,300 for self/\$6,550 for family (plus \$1,000 if over age 55).
- ✓ Unused funds roll over from year to year
- ✓ Your account is portable – keep it even if you change medical plans, change jobs or retire
- ✓ Funds in your HAS can earn interest or investment interest
- ✓ You may periodically change your deferral election during the year (unlike FSA's)
- ✓ Debit cards & Online Administration are available at most banks offering HSA Accounts

What else you should know:

- You cannot use HSA funds until you have contributed them
- Certain banks or credit unions may impose monthly fees and/or investment fees
- Interest rates vary by institution
- You are responsible for claims management & account administration

Some Disqualifications:

- a) You have coverage under another employer health plan
- b) You are receiving Medicare
- c) You are participating in an FSA that is not compatible with an HSA account

Credit Union: **Logix (Lockheed) Credit Union** - Automatic membership to employees upon application.

Referral Bonus: Paid to employees who refer new hires: **\$500.00** (F/T) or **\$250.00** (P/T)

Movie Tickets: Discounted tickets for nationwide **Regal, United Artists & Edwards cinemas**. \$7.50 per ticket – unrestricted showings, no expiration dates – Great Family Fun!

Notes:

¹ All employment benefits that are available to spouses of VPI employees are equally available to same-sex couples and domestic partners.

² HSA Contributions amounts will depend on Employee's state of residence and level of dependent coverage. Contributions are available to active full-time employees who have met benefit eligibility; and will commence when employee is fully enrolled in the selected benefit(s). No retroactive awards.

This Employment Benefits Summary is a general illustration of benefits only. Please refer to the individual benefit documentation and VPI published employment policies for complete terms, conditions, coverage, exclusions & availability in your state.