

BENEFITS OVERVIEW

X-Ray Industries, Inc. is pleased to offer its employees the best benefits possible. To help you understand what Company Plans and Benefits are offered to full-time employees, below is a very brief outline of some of the available benefits:

MEDICAL COVERAGE: Coverage will go into effect the 1st of the month following 2 calendar months of employment. You will be asked to contribute a part of this cost through payroll deductions. You may choose coverage for yourself, yourself and one dependent, or yourself and two or more dependents.

DENTAL COVERAGE: Coverage will go into effect the 1st of the month following 2 calendar months of employment. You will be asked to contribute a part of this cost through payroll deductions. You may choose coverage for yourself, yourself and one dependent, or yourself and two or more dependents.

VISION COVERAGE: Available as a voluntary benefit; fully paid for by the employee.

401K PLAN: After 6 months of service you are eligible to join the 401K Retirement Plan offered through The Principal Financial Group. Our Company will match 15% of the first 15% of the pay you contribute to the plan through salary deferral. Your Company provided contributions and earnings are fully vested after 5 years of service. Rollovers from a previous employer plan can be put in our Company plan immediately.

FLEXIBLE SPENDING ACCOUNT (FSA): Coverage will go into effect the 1st of the month following 2 calendar months of employment. This is a program to allow you to make "pre-tax" contributions through the year, via payroll deductions, towards medical, dependent care, dental, eye care, etc. expenses that are not covered by your normal insurance plans. You decide how much you want to contribute for the year (maximum of \$5,200 for health care expenses and \$5,000 for dependent care.)

HEALTH REIMBURSEMENT ACCOUNT (HRA):

For employees enrolled in the Blue Cross plans 7 or 10, X-Ray Industries will reimburse employees via the HRA on services charged towards their deductible (i.e. diagnostic test, X-rays, hospital stays).

Additionally, partial reimbursement is available for brand name prescription drug co-pays when there is no generic available. X-Ray Industries will reimburse up to a \$20 difference for co-pays over \$30.

LIFE INSURANCE: Coverage will go into effect the 1st of the month following 2 calendar months of employment, this benefit is paid in full by the Company.

OPTIONAL LIFE INSURANCE: Coverage will go into effect the 1st of the month following 2 calendar months of employment. You are eligible to take out additional life insurance on yourself, your spouse and dependents. The cost of this coverage is deducted through payroll deductions.

SHORT TERM DISABILITY: This coverage is paid in full by the Company. It offers a maximum payment of \$300 per week to you if you are out of work and under a doctor's care due to illness or other disorders (not associated with a work-related injury.)

SHORT TERM DISABILITY BUY-UP PLAN: Unum Providence Provides the option for the employee to purchase additional short term disability insurance to protects income up to 75% of earnings/max of \$5,000 per month. The enrollment is strictly voluntary and each Individual owns their policy.

LONG TERM DISABILITY is a continuation of the short term disability. The company also offers a voluntary short term buy-up plan and permanent life insurance plan.

EMPLOYEE ASSISTANCE PROGRAM (EAP): This coverage is paid in full by the Company. The EAP is a confidential service designed to help employees cope with personal and family problems.