



Summary of Employee Benefits, Recognition & Compensation Programs for Full-Time Employees

EMPLOYEE BENEFITS

1. Health Insurance Coverage - *Optional*

We offer a comprehensive medical plan designed to manage your health care needs at a reasonable cost. Coborn's Inc. pays the major portion of the premium cost.

2. Dental Coverage - *Optional*

The Group Dental Plan is designed as a preventative program that covers diagnostic and preventative services, basic services, and major restorative and prosthetics services. The coverage level will vary in each category. Coborn's Inc. pays the full premium for single and the majority of the coverage for family.

3. Disability Coverage

Coborn's Inc. provides short-term and long-term disability coverage to full-time employees. Generally, disability coverage provides 60% of your pay (based on a 40-hour work week). Coborn's Inc pays the full premium cost for disability coverage.

4. Life Insurance

Coborn's Inc. provides Group Term Life Insurance and Accidental Death and Dismemberment coverage to employees. In addition, the company provides Dependent Life coverage for employees who have dependents. You become eligible on the first of the month following 30 days of employment. Coborn's Inc. pays the full premium cost for life insurance.

5. Voluntary Life Insurance

Coborn's Inc. offers you the opportunity to purchase additional life insurance for yourself, your spouse and your children. You become eligible on the first of the month following 30 days of employment.

6. Paid Time Off

A. Vacation

Vacation pay is a benefit Coborn's Inc. provides to encourage employees to get away from work to refresh themselves and enjoy their families or personal interests.

B. Holidays

Coborn's Inc. observes the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Employees are eligible for holiday pay as of their full-time date of hire. They will receive eight hours of holiday pay.

7. Retirement

Coborn's Inc. provides you the opportunity to save money for retirement by offering a 401 (k) Savings Plan and an Employee Stock Ownership Plan (ESOP).

A. 401(k) Retirement Savings Plan

Coborn's Incorporated has established a 401(k) Retirement Savings program that allows employees to set aside a percentage of pre-tax income for retirement purposes. Employees can direct their funds into various investment options that best fit their long-range strategy for retirement.

B. Employee Stock Ownership Plan (ESOP)

Coborn's Incorporated has established an Employee Stock Ownership Plan (ESOP). Employees that are eligible for the ESOP will be given shares of stock in Coborn's, Incorporated and become co-owners of the company.

8. Flexible Spending Accounts

Flexible Spending Accounts (FSA) provide you with an important tax advantage that can help you pay health care and dependent care expenses on a pre-tax basis. By anticipating your family's health care and dependent care costs for the year, you can actually lower your taxable income.

9. Tuition Reimbursement

Coborn's Incorporated has a tuition reimbursement program for full-time employees. To be eligible for reimbursement, the classes must be pre-approved by management.

10. Employee Assistance Program

Coborn's Inc., provides you and your immediate family access to an Employee Assistance Program (EAP). EAP provides a completely confidential counseling program.

11. Workers' Compensation

In the unlikely event that you incur a job-related injury or illness, Coborn's Incorporated provides workers' compensation coverage.

12. Voluntary Worksite Benefits

Employees are eligible to participate in voluntary benefit offerings that consist of Accident Insurance, Cancer Insurance and Disability Insurance.

RECOGNITION PROGRAMS

1. Golden Moments Dollar

Sacagawea "gold" dollars will be used to provide immediate and spontaneous recognition to employees who are providing good service to our customers or to our company. It is a quick way to thank you for exemplifying the kind of service that we expect from our employees.

2. 20/20 Point Program

The 20/20 Point Program is to give special recognition to employees for achieving notable behaviors or exceeding customer service expectations. If you achieve certain objectives you will be eligible to earn points. Upon accumulation of 20 points, you are eligible to redeem those points for a company gift card.

3. Employee of the Month/Quarter

The employee that is selected as Employee of the Month/Quarter will receive a company gift card and an 8 X 10 color portrait that will be displayed at the location.

4. Years of Service Award

In support of the dedication and loyalty associated with years of service, Coborn's Incorporated has initiated a program that gives special recognition to employees. Employees who reach an anniversary milestone (5, 10, 15, 20, etc.) will receive a Premiere Choice Award that allows the employee to select a gift certificate from numerous vendors.

5. Other

Throughout the year, each location has activities to celebrate and recognize staff (summer picnics, holiday gatherings, potlucks, etc).

COMPENSATION

1. Performance Evaluations

Employees will receive regularly scheduled performance evaluations based on their position.

2. Wage Policy

Our philosophy regarding compensation is to be competitive with market pay rates, to be internally equitable, and to reward employees for their contribution to the company. Our wage program is based on a pay-for-performance system. It rewards employees for various jobs and departments in which they can perform various duties on an acceptable level, and more importantly, for the level of performance they contribute.

***NOTE:** This outline is meant to be a brief summary of the Employee Benefit, Recognition, and Compensation Programs of Coborn's Incorporated. In the event of any conflicts between the official plan documents and this summary, the official plan documents will be controlling.*