

# SRNS New Hire Benefit Options

(Effective January 1, 2010)

Benefit Plan	Who Is Covered	Effective Date	General Description of Benefits Provided*
<b>Medical Insurance</b>	Employee and Eligible Dependents	Date of Hire	<ul style="list-style-type: none"> <li>• Company and Employee share costs</li> <li>• Blue Cross / Blue Shield of SC</li> <li>• Includes pharmacy</li> <li>• <b>3 Plans from which to choose:</b> <ul style="list-style-type: none"> <li>▪ Prime – BCBS - SC</li> <li>▪ Standard– BCBS - SC</li> <li>▪ Basic– BCBS – SC (<i>default plan</i>)</li> </ul> </li> <li>• <b>3 Levels of Coverage:</b> <ul style="list-style-type: none"> <li>▪ Employee Only</li> <li>▪ Employee + 1 Dependent</li> <li>▪ Employee + Family</li> </ul> </li> </ul>
<b>Dental Care</b>	Employee and Eligible Dependents	Date of Hire	<ul style="list-style-type: none"> <li>• Company and Employee share costs</li> <li>• Blue Cross / Blue Shield of SC</li> <li>• <b>2 Plans from which to choose:</b> <ul style="list-style-type: none"> <li>▪ Prime – BCBS - SC</li> <li>▪ Standard– BCBS – SC</li> </ul> </li> </ul>
<b>Vision Care</b>	Employee and Eligible Dependents	Date of Hire	<ul style="list-style-type: none"> <li>• Employee pays full cost</li> <li>• Eyemed Vision Care</li> <li>• Provides eye exams and eyeglasses/contacts</li> </ul>
<b>Flexible Spending Account</b>	Employee and Eligible Dependents	First day of the next following month of hire	<ul style="list-style-type: none"> <li>• Provides pre-tax contribution for: <ul style="list-style-type: none"> <li>▪ Healthcare Flex Spending – up to \$4000/year</li> <li>▪ Dependent Care Flex Spending – up to \$5000/year</li> </ul> </li> </ul>
<b>Short-Term Disability (STD)</b>	Employee	STD: Date of Hire	<ul style="list-style-type: none"> <li>• Company paid: <ul style="list-style-type: none"> <li>▪ STD – up to 1040 hours with full pay for non-job related illness or injury. Benefits may begin after 24 hours</li> <li>▪ LTD – 60% of pay when combined with other sources of income; benefits may begin after exhausting the STD benefit.</li> </ul> </li> </ul>
<b>Long-Term Disability (LTD)</b>		LTD: 1 <sup>st</sup> Day after 1 year of service	

# SRNS New Hire Benefit Options

(Effective January 1, 2010)

Benefit Plan	Who Is Covered	Effective Date	General Description of Benefits Provided*																								
<b>Life Insurance</b>	Employee and Eligible Dependents	First day of the next following month of hire	<ul style="list-style-type: none"> <li>• Basic Coverage: Company Paid 1 times annual base pay</li> <li>• Optional Coverages Available - premiums paid by Employee:               <ul style="list-style-type: none"> <li>▪ 1 to 3 times annual base pay</li> <li>▪ Dependent Life Insurance</li> <li>▪ Accidental Death &amp; Dismemberment for employee and/or family</li> </ul> </li> </ul>																								
<b>Paid Time Off</b>	Employee	Per Established Policy	<ul style="list-style-type: none"> <li>• Company Paid</li> <li>• Time Bank (vacations, sick days and personal absences)</li> <li>• Earn 1/12<sup>th</sup> of eligibility on the first of each month</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #4a5568; color: white;"> <th>Years of Service</th> <th>Exempt</th> <th>Non-Exempt</th> <th>Max. Carry-Over</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0 – 4</td> <td style="text-align: center;">112</td> <td style="text-align: center;">120</td> <td style="text-align: center;">120</td> </tr> <tr> <td style="text-align: center;">5 – 9</td> <td style="text-align: center;">152</td> <td style="text-align: center;">160</td> <td style="text-align: center;">240</td> </tr> <tr> <td style="text-align: center;">10 – 19</td> <td style="text-align: center;">192</td> <td style="text-align: center;">200</td> <td style="text-align: center;">280</td> </tr> <tr> <td style="text-align: center;">20 – 29</td> <td style="text-align: center;">232</td> <td style="text-align: center;">240</td> <td style="text-align: center;">320</td> </tr> <tr> <td style="text-align: center;">30+ years</td> <td style="text-align: center;">272</td> <td style="text-align: center;">280</td> <td style="text-align: center;">360</td> </tr> </tbody> </table> <p style="margin-top: 10px;">See policy for specific plan details.</p>	Years of Service	Exempt	Non-Exempt	Max. Carry-Over	0 – 4	112	120	120	5 – 9	152	160	240	10 – 19	192	200	280	20 – 29	232	240	320	30+ years	272	280	360
Years of Service	Exempt	Non-Exempt	Max. Carry-Over																								
0 – 4	112	120	120																								
5 – 9	152	160	240																								
10 – 19	192	200	280																								
20 – 29	232	240	320																								
30+ years	272	280	360																								
<b>Holidays</b>	Employee	First Day	<ul style="list-style-type: none"> <li>• 11 paid holidays each year</li> </ul>																								
<b>Miscellaneous Benefits</b>	Employee	Per Established Policies	<ul style="list-style-type: none"> <li>• Service awards</li> <li>• Military leave benefits</li> <li>• Invention and Patent awards</li> <li>• Professional Memberships</li> <li>• Tuition reimbursement (educational assistance)</li> </ul>																								
<b>Severance Pay</b>	Employee	Per Established Policy	<ul style="list-style-type: none"> <li>• 1 Week of Pay Times Years of Service up to Maximum of 26 Weeks</li> </ul>																								
<b>Post-Retirement Benefits</b>	Employee & Eligible Dependents	Meets Eligibility and Application Requirements	<ul style="list-style-type: none"> <li>• Company and Retiree cost share</li> <li>• Age 55 and 10 years SRNS service required</li> <li>• Medical, dental, and life insurances</li> </ul>																								

## SRNS New Hire Benefit Options

(Effective January 1, 2010)

Benefit Plan	Who Is Covered	Effective Date	General Description of Benefits Provided*
<b>Defined Contribution (DC) Plan (Formerly known as the Savings and Investment Plan (SIP))</b>	Employee	Eligible to enroll on date of hire	<ul style="list-style-type: none"> <li>• Company Matching Account:               <ul style="list-style-type: none"> <li>▪ Eligible to participate upon hire</li> <li>▪ Contribute from 1% to 50% of pay</li> <li>▪ Eligible for Company Match 12 months from hire date</li> <li>▪ Company Match up to 8% (\$0.50 / \$1.00) for a total potential company paid match of 4%</li> <li>▪ 3-year cliff vesting</li> <li>▪ 13 Investment Funds</li> <li>▪ Contribute before - tax and after – tax</li> </ul> </li> <li>• Non-elective Account:               <ul style="list-style-type: none"> <li>▪ Company contribution of 5% pay credited each pay period</li> <li>▪ Immediate vesting</li> <li>▪ No loans or withdrawals</li> <li>▪ Access at separation of employment or as legally required (e.g., age 59.5)</li> </ul> </li> </ul>
<b>Defined Benefit Pension Plan</b>			NOT AVAILABLE

This Summary is meant to simply highlight the SRNS new hire benefit options. In all cases, refer to individual plan books, Summary Plan Descriptions, and plan documents.