

# ROCKWOOD

FOR REGULARLY SCHEDULED EMPLOYEES WORKING OVER 30 HOURS WEEKLY

brief benefits summary

BENEFIT	WHAT YOU RECEIVE	ELIGIBILITY	WHO PAYS?
<b>MEDICAL INSURANCE</b>	Choice of Premiera Heritage Plus 1, *Premera High Deductible or Group Health Options  <i>*This plan qualifies as an HSA plan</i>	The first of the month following 90 days; must be employed 60 hours per pay period	Rockwood pays employee premium.  Employee pays dependent premium
<b>DENTAL INSURANCE</b>	Choice of 3 Washington Dental Plans: WDS High Option, WDS Low Option or DeltaCare	Same as above	Employee
<b>LIFE INSURANCE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT</b>	Basic Life & AD&D of one times annual salary to \$60,000; additional group term life available	Same as above	Rockwood provides basic life & AD&D
<b>LONG TERM DISABILITY INSURANCE</b>	Plan pays 60% of salary after 90 day elimination period; payable to age 65	Same as above	Rockwood
<b>FLEXIBLE SPENDING ACCOUNTS: HEALTH CARE DEPENDENT CARE</b>	Employee can be reimbursed for Health Care and Dependent Care expenses with pre-tax dollars through this Section 125 Cafeteria Plan	Same as above	Employee
<b>401(k) / PROFIT SHARING</b>	Choice of: Roth ( <i>after tax contribution</i> ) or 401(k) ( <i>pre-tax</i> )  401(k) contributions of \$1000 annually will be matched by Rockwood at 25% or \$250 annually  ----- Profit sharing contribution is 5% of annual salary	1st calendar quarter following 90 days    ----- 1 year and minimum of 1,000 hours employed	401(k): Employee    ----- Profit Sharing: Rockwood

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<p><b>VACATION</b> (BASED ON FULL-TIME EMPLOYMENT)</p>	<table border="1"> <thead> <tr> <th><u>Years of Service</u></th> <th><u>Vacation days per year</u></th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>11</td> </tr> <tr> <td>5-9</td> <td>16</td> </tr> <tr> <td>10-14</td> <td>21</td> </tr> <tr> <td>15+</td> <td>26</td> </tr> </tbody> </table>	<u>Years of Service</u>	<u>Vacation days per year</u>	0-4	11	5-9	16	10-14	21	15+	26	<p>Accrual begins on first day of employment.</p> <p>Vacation may be used following 90 days of employment.</p>
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0-4	11											
5-9	16											
10-14	21											
15+	26											
<p><b>SICK LEAVE</b> (BASED ON FULL-TIME EMPLOYMENT)</p>	<p>12 days per year.</p> <p>Unused hours may be carried over from year to year.</p> <p>Up to 24 hours may transfer to vacation if sick usage is less than 24 hours each anniversary year.</p>	<p>Accrual begins after 90 days of employment</p>										
<p><b>BEREAVEMENT LEAVE</b></p>	<p>Up to 5 days for immediate family member.</p> <p>Up to 2 days for distant relative.</p>	<p>Immediately</p>										
<p><b>HOLIDAYS</b></p>	<p>6 per year</p>	<p>Immediately</p>										
<p><b>EMPLOYEE ASSISTANCE</b></p>	<p>Confidential counseling for personal and work related issues.</p> <p>Up to 3 visits per calendar year.</p>	<p>Immediately</p>										

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WELLNESS BENEFIT	WHAT YOU RECEIVE	ELIGIBILITY
<b>TOBACCO CESSATION PROGRAM</b>	<b>Quit For Life Program:</b> Quit coach; 8 weeks nicotine replacement therapy	Immediately
<b>WEIGHT WATCHERS AT WORK</b>	On-site 17 week sessions; payroll deduction; 50% reimbursement incentive	Immediately
<b>ROCKWOOD PHYSICAL THERAPY &amp; MEDICAL FITNESS CENTER</b>	25% discount on personal training programs	Immediately
<b>CORPORATE FITNESS CENTER DISCOUNTS</b>	<b>Oz Fitness:</b> No enrollment fee; \$24 per month / \$10 per additional family member  <b>YMCA:</b> 50% off joiner fees; 10% off monthly dues	Immediately