

AC CORPORATION

Benefits Overview

PAID HOLIDAYS	New Year's Day Good Friday Independence Day	Labor Day Thanksgiving Day Christmas Day
VACATION	Two weeks after one year of service; one additional day is earned for each year of service after the fifth year, up to an additional five days; Maximum vacation is three weeks after ten full years of service	
LIFE INSURANCE	\$10,000 plus one times base annual pay rounded up to the next \$1,000, to a maximum of \$160,000. Benefits are reduced by 50% at age 70.	
BEREAVEMENT LEAVE	All regular employees will be paid up to three consecutive regularly scheduled workdays at eight hours per day at the time of the death of a covered family member. This period will run from the date of death through the date of burial, inclusive. Covered family members include spouse, parent, child, brother or sister.	
MEDICAL INSURANCE	The Company offers two medical options: the Standard Plan and the Premium Plan. Differences in the two plans include the office copays, deductibles, co-insurance and prescription copays, however both plans offer comprehensive wellness coverage with little or no out-of-pocket expense	
DENTAL INSURANCE	Semiannual cleanings and checkups are paid at 100% of usual and customary charges with no deductible. All other charges are subject to an annual deductible of \$50 (\$150 family deductible).	
VISION INSURANCE	The Company offers vision coverage through the VSP network. Exams are covered annually with coverage provided for glasses or contacts lenses.	
DISABILITY INSURANCE	Employees are provided both short and long term disability coverage, which provide income for non work-related injuries and illnesses. Benefits continue as long as the disability lasts or to age 65, whichever occurs first.	
401(K)	This tax-deferred savings program is available to all employees after one month of service and provides an excellent means to plan for retirement.	
FLEXIBLE BENEFITS PLAN	This plan provides a convenient way for employees to pay for unreimbursed medical expenses and dependent care costs with pretax dollars.	