



BENEFITS - COMPLETE LIST

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Benefits

Medical Insurance

- Team members can choose between 3 different plans (2 HMOs and 1 PPO) that offer varying levels of coverage, deductibles, out-of-pocket expense and/or flexibility with regards to network of physicians.
- All plans include a 3-tier prescription program as well as Vision, Chiropractic, Mental Disorder/Substance Abuse Related Disorders programs.
- Cost to team member ranges from \$0 to \$67.50 on a semi-monthly basis depending upon their election.

Dental Insurance

- Benefit levels vary from 100% for Preventative services to 80% for Basic services to 50% for Major services.
- Annual Deductible: \$50 (waived for Preventative services).
- Annual Maximum: \$1000 for Preventative, Basic and Major Services.
- Team members can visit any dentist.
- AutomationDirect pays 100% of monthly premium.

401K

- Pre-tax retirement savings plan with 100% immediate vesting.
- Team members can contribute from 1% to 60% of their eligible compensation.
- Company contributes 3% for all team members.

Short Term Disability

- Pays 66 2/3% of weekly earnings.
- No cost to team members.

Long Term Disability

- Pay 66 2/3% of monthly earnings to a maximum benefit of \$10,000 per month.
- No cost to team members.

Life Insurance

- Provides financial protection for beneficiary in event of team member death.
- Coverage of \$50,000 for each team member.
- No cost to team members.

Accidental Death and Dismemberment Insurance

- Provides financial protection for beneficiary in event of team member death or other covered loss.
- Coverage of \$50,000 for each team member.
- No costs to team members.

Flexible Spending Account - Healthcare

- Via payroll deduction, team members can voluntarily elect to have money set aside in this Pre-tax Savings Account to reimburse out-of-pocket healthcare expenses.
- Cost varies based on team member election.

Flexible Spending Account - Dependent Care

- Via payroll deduction, team members can voluntarily elect to have money set aside in this Pre-tax Savings Account to reimburse out-of-pocket

The payroll deduction team members can voluntarily elect to have money set aside in their tax-deferred accounts to reimburse out-of-pocket dependent care expenses.

- Cost varies based on team member election.

Supplemental Life Insurance

- Team members can purchase additional life insurance coverage for themselves (maximum of \$500,000), their spouse (maximum of \$500,000) or their children (maximum of \$10,000).
- Cost varies based on team member election.

Supplemental Disability Insurance

- Team members can purchase an additional policy that provides supplemental income protection (up to 75% of insurable income) in the event of a disability.
- Cost varies based on team member election.

Tuition Reimbursement

- AutomationDirect offers tuition reimbursement up to a \$5000 maximum per calendar year for teamers with less than 5 years of service. For teamers with 5 or more years of service, the Company will reimburse up to \$10,000 per calendar year.
- The Tuition Reimbursement Program covers tuition and school/student fees (i.e. registration fees, lab fees, etc.).

Paid Time Off

- Combination of sick and vacation time for team members to use as necessary.
- No cost to team members.

Company Holidays

- No cost to team members.
- The company is closed the following days:
 - New Year's Day
 - Good Friday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving (Thurs & Fri)
 - Christmas Eve
 - Christmas Day
 - New Year's Eve

Compensation Programs

Customer Driven Leadership (CDL)

- Our company culture is based on a concept of servant leadership that says everyone must serve others in order to be a leader. We have developed report cards that we use to keep us focused on the boundaries of our business. These boundaries include our vision, our promise, core values and profit.
- Customer report cards contain "careabouts" that are under control of the team and are aimed at delighting both internal and external customers. In addition, each individual team member is measured anonymously by all of their other team members to ensure everyone serves each other and is serving the customer. A performance-based bonus is awarded based on the scores of both report cards.

Profit Serving

- AutomationDirect desires to reward the efforts and performance of its team members by annually awarding a share of the Company's profits and to retain team members by paying such awards over 3 years.
- At the end of each year, AutomationDirect will designate a percentage of operating profits before taxes to be allocated among all eligible team members.

Convenience Services

On-Site Jazzercise and Yoga Classes

- An instructor comes to ADC twice a week to lead Jazzercise classes.
- An instructor comes to ADC and teaches Yoga classes.
- Team members and their spouses are invited to join in at no cost.

On-Site Workout Room

- ADC has a workout facility onsite featuring a treadmill, an elliptical machine, a stair-stepper, a universal gym, free weights and more!
- Team members and their spouses are invited to use the facility at no cost.

Prescription Delivery

- A local pharmacy delivers prescriptions directly to our reception area.
- Team members pay their normal prescription co-pay and there is NO additional cost for delivery.

Dry Cleaning Service

- A local dry cleaner comes in twice a week to pick up personal dry cleaning of team members interested in participating.

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