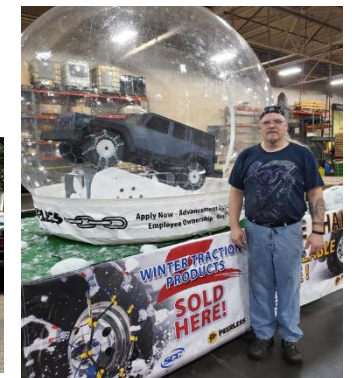




BENEFITS OF JOINING THE PEERLESS FAMILY



507-457-9100 | www.peerlesschain.com

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EMPLOYEE BENEFITS & INCETIVES

Full-time employees who work 30 hours per week are eligible to receive the following benefits and incentives.

Medical Insurance

Peerless offers three BCBS of MN Medical Plan options through our flex benefit plans.

Dental

Cigna PPO Dental Plan, covering 100% of preventative, 80% of basic restorative, 50% of major restorative and 50% of orthodontic expenses.

Vision

Avesis Vision Plan with a \$20 eye exam co-pay and no materials co-pay if participant stays within the plan allowance is available.

Company Sponsored

Pre-Tax Benefit Programs

Flexible Spending Account (FSA):

Allows you to set aside funds on a pre-tax basis for qualified healthcare and dependent care expenses

Health Savings Account (HSA):

Savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses. Peerless Chain contributes to the plan based on medical plan coverage level.

Short & Long Term

Disability

Offered at no additional cost to the employee.

Life Insurance

Regular term life insurance equal to employee's annual base salary is paid for by the company. Employee will also have the option of purchasing life insurance at one, two or three times their annual salary.

401K

In our 401K plan, eligible employee's may begin making contributions after 90 days of employment. The company will match 50% of the first 6% of base salary that the participant contributes and will make an additional 2% of participants base salary for each pay period after 1 year of service. The company contributions are subject to a 5-year vesting schedule.

Vacation

The employee's vacation allowance at the start of the vacation year will be based on years of service.

Paid Holidays

10 paid holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, and the day following, Christmas Eve and Christmas Day.

Birthday Holiday

Celebrate your birthday! Eligible employees receive their birthday off as a paid holiday.



ADDITIONAL BENEFITS

EAP

Employee Assistance Program – A benefit for employees and family members, which includes any family member living in your home and covers the first three visits. Assistance includes but is not limited to, substance abuse, marital and relationship issues, family problems, stress, depression and anxiety, work-related problems, stress related to chronic or terminal illness, anger management, grief, and loss counseling, will prep, basic legal, ect. Employees may have unlimited telephonic counseling and up to 3 face-to-face visits per claim.

Education Assistance Program

Approved University courses, technical college courses or short courses are eligible for reimbursement up to a maximum of \$5,000 per calendar year.

Wellness Program

Eligible employees receive 30% off their monthly individual gym memberships or other approved fitness programs.

Safety Allowance

Employees are granted an allowance for the purchase of Safety Shoes and Eyeglasses.

Service Recognition Program

Employees with one or more years of service are eligible for recognition under the service award program.

Company Spirit

Connect with other employees and retirees at company activities such as bowling, parades, holiday parties, picnics, community service opportunities and company spirit events.

Peerless Gives Back

Peerless Chain proudly sponsors local causes and organizations that are important to our employees.

ADP Employee Discounts

Check out the discounts on the ADP Employee Dashboard. Discounts include but are not limited to Travel, Hotels, Car Rentals, Tickets, Electronics, Child Care and more!