



Summary of Benefits

FRANTZ MANUFACTURING COMPANY

Medical/Dental Insurance

Comprehensive major medical, dental and hospitalization insurance is provided to all full time employees and their dependents who elect the coverage and pay the premiums. The coverage offers a Preferred Provider Organization (PPO) plan as well as prescription drugs. If you choose our plan you will be covered right away. Premiums are withheld from your pay for yourself + a spouse + the number of children (if any) you include on your plan. We have two plans available in our Employers Coalition On Health (ECOH) network. ECOH Choice is confined only to Swedish American Hospital if you should need to be referred for treatment to Rockford, Illinois. ECOH Plus includes all the Rockford hospitals. Our local hospitals are included in either plan.

NOTE: If you have a full time working spouse employed by someone other than FRANTZ Mfg Co, he/she will have to take their own employer health coverage first and FRANTZ can be secondary. This does not pertain to part time employment.

	Annual		ECOH Choice			Semi-Monthly		
	Employee	Spouse	Weekly			Employee	Spouse	Per Child
			Employee	Spouse	Per Child			
Medical	570.96	2,283.84	10.98	43.92	10.98	23.79	95.16	23.79
Dental	52.00	208.00	1.00	4.00	1.00	2.17	8.67	2.17
Total	622.96	2,491.84	11.98	47.92	11.98	25.96	103.83	25.96
	Annual		ECOH Plus			Semi-Monthly		
	Employee	Spouse	Weekly			Employee	Spouse	Per Child
			Employee	Spouse	Per Child			
Medical	633.91	2,534.00	12.19	48.73	12.19	26.41	105.58	26.41
Dental	52.00	208.00	1.00	4.00	1.00	2.17	8.67	2.17
Total	685.91	2,742.00	13.19	52.73	13.19	28.58	114.25	28.58
	Annual		Vision-Eye Med			Semi-Monthly		
	Employee	Spouse	Weekly			Employee	Spouse	Per Child
			Employee	Spouse	Per Child			
Single	68.88			1.32			2.87	
Single + Spouse	130.92			2.51			5.45	
Single + Child(ren)	137.76			2.64			5.74	
Employee + Spouse + Child(ren)	202.56			3.89			8.44	

Dental Insurance can be included with or be separate from medical coverage and provides for 100% reimbursement for preventive care; 80% reimbursement after a \$50 deductible per person for basic services; 50% reimbursement after \$100 deductible per person for major services; and 50%, not to exceed \$1,000 lifetime, after a \$50 deductible for orthodontic services. Certain Special Benefits and exclusions will apply.

Vision Insurance provides discounts on vision related services like glasses, etc. This is an optional benefit offered thru Eye Med and is employee paid.

Select Solutions is a special medical care program that is dramatically reducing the cost to employers and employees for MRIs, CT Scans, PET Scans, colonoscopies, orthopedic procedures and more by as much as 65% over in-network costs in traditional hospital settings. ECOH has contracted with a broad array of medical providers to offer its members easier access and lower costs for this care when provided outside the traditional hospital. Medical Providers in the Rockford and Moline area offer ECOH members high quality service at significantly reduced prices ensuring both patients and their health plan save money. The savings can be so substantial that FRANTZ will pay our employees for the time they miss work to use these services. See HR for details.

MD-Live is an online doctor service that is free to our employees who take our insurance. Avoid the high cost of emergency room visits, or the hassle of getting in to see your own physician by contacting a doctor on MD-Live, either on line or by phone.

Flexible Spending Plan

The FRANTZ Flexible Spending Plan allows you to put aside pre-tax withholdings into a Flexible Spending Account (FSA) from your pay for a variety of non-covered medical expenses. Dependent care withholdings can also be put aside into an account. You may deduct the maximum FSA or Dependent Care amount allowable by the IRS in a given year. You may also choose to have your medical premiums paid on a pre-tax basis through the plan. You may enroll when you initially become eligible for medical benefits or during the annual FSA enrollment each year.

Gain Sharing Bonus - BBP

The Ball Bearing Plan (BBP) is a way to achieve excellence by developing total employee involvement - the entire work force - not just management. When we are successful, the BBP bonus pool is 10% of monthly pre-tax profit distributed amongst all full time employees based on their earnings that month.

The BBP is enhanced by our Continuous Improvement Program (CIP). Every employee is encouraged to submit suggestions to CIP on how we can positively impact safety and quality and production for the good of the company and employees.

Anyone employed full or part time by FRANTZ Manufacturing Company automatically participates in the Ball Bearing Plan. New employees will be eligible for bonus participation after completing thirty (30) days of employment. There is a cap on this bonus for highly compensated employees.

Life Insurance

You, as a full time employee, are covered under a group life insurance policy. The coverage is for the value of your annual base salary. (Maximum benefit is \$50,000. This benefit is available after 90 days of service. (Benefit is reduced after age 70)

Vacation

Paid vacation is provided based on full years of continuous service from date of employment. The vacation year is January 1 through December 31 of each year. Eligibility is as follows:

New Hire*, but less than 10 years-----2 weeks
 6 years of service - 2 weeks plus 1 day
 7 years of service - 2 weeks plus 2 days
 8 years of service - 2 weeks plus 3 days
 9 years of service - 2 weeks plus 4 days
 10 years, but less than 18 years-----3 weeks
 14 years of service - 3 weeks plus 1 day
 15 years of service - 3 weeks plus 2 days
 16 years of service - 3 weeks plus 3 days
 17 years of service - 3 weeks plus 4 days
 18 years, but less than 30 years-----4 weeks
 26 years of service - 4 weeks plus 1 day
 27 years of service - 4 weeks plus 2 days
 28 years of service - 4 weeks plus 3 days
 29 years of service - 4 weeks plus 4 days
 30 years or more -----5 weeks

*Unless stipulated otherwise in the job offer. A new hire will get vacation after 90 days of full time employment. Vacation not utilized by December 31 of each year will not carry over into the next year. Certain exceptions may apply.

Factory – Earned Paid Time Off

In addition to vacation, Factory Hourly employees have the opportunity to get Earned Paid Time Off (EPTO) for exceptional attendance. For every week that an employee has no unexcused absence, a specific amount of time will be placed in their “bucket” as EPTO. Up to 40 hours of EPTO can be earned and used in a calendar year. Unused EPTO can also be carried over and saved in their bucket, or sold back at employee discretion.

Holidays

FRANTZ Manufacturing will have 10 paid holidays per year; namely, New Years Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas, and New Years Eve.

Retirement Plan-401(k)

FRANTZ Manufacturing Company provides to its employees a retirement plan. Employees are encouraged to participate by making non-forfeitable contributions to either a 401(k) (pre-tax) or Roth (post-tax) account. The Company will provide matching funds as outlined below:

- 100% of the employee’s contribution up to 3% of gross pay
- 50% of the employee’s contribution between 3% and 5% of gross pay
- for a Total potential FRANTZ contribution of 4% each paycheck.

Employer contributions will be made with each payroll and go “immediately” into your 401(k) or Roth account. Newly hired employees must elect not to contribute or FRANTZ will automatically enroll them at a 3% contribution rate. The company’s contribution portion may be subject to vesting regulations. New hires are eligible to participate in the Plan as of the first entry date (1st day of a calendar quarter) after 90 Days.

College Tuition Reimbursement

Any full time employee taking business related courses, or courses required for the completion of a degree program, that would be considered of benefit to the employee and the company will be reimbursed for tuition based on the following schedule:

Grade of A =	100% reimbursement
Grade of B =	75% reimbursement
Grade of C =	50% reimbursement
Grade of D =	25% reimbursement

Courses rated as “Pass - Fail” are only eligible for 50% reimbursement unless a letter grade equivalent can be verified by the educational institution.

Any courses must be approved in advance with your supervisor and the Director of Human Resources. In order to receive this reimbursement, the employee-student should present their bill and grade report to the Director of Human Resources upon completion of the course. This benefit is available after one year of service.

Other Benefits

Other benefits provided include short term disability, bereavement, jury duty pay, and military or guard summer training leave of absence. These benefits are administered through the Human Resources Department.

FRANTZ Manufacturing reserves the right to add to, delete from, or modify these benefits at any time. This document is provided for information purposes, and should not be considered as a substitute for any of the various actual plan documents. This document is not intended to create nor is it to be construed to constitute, a contract between the FRANTZ Manufacturing Company and any one or all of its employees.

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