



2020 Benefits Summary for Full-Time Employees

Pioneer Plastic offers a wide range of benefits that are a valuable part of the total compensation package.

Insurance

Health/Dental Insurance: You will be eligible for our health (Preferred One - 3 plans to choose from) and our dental (Health Partners) insurance plans on the first (1st) of the month following 60 days of employment. Pioneer Plastic currently pays a portion of the monthly premium for both health and dental.

Vision: You will be eligible to enroll in the vision plan on the 1st of the month following 60 days of employment.

Life and Accidental Death and Dismemberment Insurance: Pioneer Plastic provides employees with group life and accidental death and dismemberment (AD&D) insurance in the amount of \$25,000. These benefits are paid 100% by Pioneer Plastic. Eligibility begins the first day of the month following 60 days of employment. In addition, you will have the option to purchase additional life insurance for yourself and/or dependents/spouse.

Short Term Disability: In the event you become disabled from a non-work-related injury or illness, disability income benefits are provided as a source of income. The benefit is paid entirely by Pioneer Plastic and is equal to 60% of your base earnings.

Accident and Critical Illness voluntary coverage: You will be eligible to enroll in voluntary coverages on the 1st of the month following 60 days of employment.

Retirement

401(k): Employees age 21 and over, are eligible to participate the first day of the month following 1 month of service.

Other Benefits

Paid Holidays:

- New Year's Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday After Thanksgiving Day
- Christmas Eve
- Christmas Day

PTO (Paid time off): Paid time off (PTO) starts accruing on your first day of employment. It can be used after 90 days of employment.

Employee Assistance Program (EAP): Pioneer Plastics offers an Employee Assistance Program (EAP) for its employees and family members. Through the EAP, you can get help on a variety of issues —managing stress, relationship help, quitting tobacco use, dealing with conflict, i.e. This service is free, confidential, convenient and easy to use with 24/7 access.

01/2020

Note: This summary contains a brief description of Pioneer Plastic's benefits. In case of any conflict between this summary and official plan documents, provisions of the plan document will govern. Plans may change or stop at any time. This is not an employee contract.