SUMMARY OF BENEFITS

MEDICAL BENEFITS
Eligibility: First of the month following date of full-time employment. Preferred Provider Program (PPO)-Usual and customary and reasonable. $20.00 office visits. Low deductibles. Company pays 90% of monthly premium-Employee pays 10%.

DENTAL BENEFITS
Eligibility: First of the month following date of full-time employment. Small deductible. Company pays 50% of monthly premium-Employee pays 50%.

HEALTH SAVINGS ACCOUNT
Allows up to the IRS limit to be set aside on a pretax basis for the payment of eligible health and/or day care expenses such as child care and adult day care.

LIFE & A.D.D. INSURANCE
Eligibility: The first of the month after 60 days of full-time employment. Equal to annual compensation up to $200,000 per year.

SHORT & LONG TERM DISABILITY
Eligibility: The first of the month after 60 days of full-time employment. ADC pays premium.

401K
Eligibility: First of the month after 6 months of employment. Company matches employee contributions at a rate of 75% on the first 8% of wages. Different investment options are offered with toll free and Internet access to account information.

VACATION & PERSONAL DAYS
Eligibility based on length of service.

HOLIDAYS
The Company recognizes eleven (11) paid holidays annually.

EDUCATIONAL ASSISTANCE
Eligibility: Must be a full-time employee for at least a year.

BONUS PROGRAM
Depending on company performance, all employees are eligible for participation in the Company Bonus Program.

DIRECT DEPOSIT
Employees may arrange for a direct deposit of their payroll check to any financial institution who will participate.

LEAVES OF ABSENCE
Full-time employees are eligible for various forms of leave. Examples are Family & Medical Leave (FMLA), Jury Duty, Bereavement & Personal leave.

This summary is provided for informational purposes only. The plans, policies and procedures outlined are not contractual in nature. Anderson Development Company reserves the right to modify, revoke, suspend, terminate or change any or all such plans, policies or procedures, in whole or in part, at any time, with or without notice.