

2019 Benefits Overview



WELCOME

Benefits are an important part of overall compensation. Redhorse Corporation is pleased to offer a comprehensive array of quality benefits to protect our employees' health, their family and their way of life.

- Medical Plans
- Dental Plans
- Vision Plan
- Voluntary Benefits
- Life and AD&D
 - Flexible Spending Accounts (FSA)
- Employee Assistance Program (EAP)
- Disability Insurance
- Valuable Extras

Medical Plans

Redhorse Corporation is proud to offer you a choice among three (3) different medical plans through Cigna. Coverage under all plans includes comprehensive medical care and prescription drug coverage.

EPO — The EPO In-Network plan gives you the freedom to seek care from the provider of your choice. Services received outside of the EPO network are not covered, except in the case of emergency medical care. There is no deductible tied to this plan.

PPO — The PPO plan gives you the freedom to seek care from the provider of your choice. However, you will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the Cigna network. The calendar year deductible must be met before certain services are covered.

HSA — The HSA plan is a High Deductible Health Plan (HDHP) that gives members the freedom to seek care from the provider of their choice. However, benefits are maximized and out-of-pocket costs are reduced if an in-network provider is used. The highlight of this plan is that it allows employees to open a special savings account called a Health Savings Account (HSA) in which employees can contribute pre-tax dollars to pay for "qualified health related expenses" permitted under federal tax law.* This includes most medical care and services, prescription drugs, dental services, vision care, and expenses related to meeting the plan's deductible.

Deposits into the HSA are made through pre-tax payroll deductions. The guidelines for contribution maximums are set by the IRS each year. The maximum amount that can be contributed into an HSA is outlined in the table below:

| HSA Contribution Limit | 2019 |
|-------------------------------|---------|
| Employee Only | \$3,450 |
| Family (employee + 1 or more) | \$6,900 |
| Catch-up (age 55+) | \$1,000 |

Dental Plans

Redhorse Corporation offers employees a choice between two different dental plans through MetLife.

DPPO (Low and High) — The PPO dental plans offer members the freedom and flexibility to use the dentist of their choice. However, benefits are maximized and out-of-pocket costs are reduced if an in-network provider is used. The low plan covers preventive services while the high plan covers major services and includes orthodontia benefits.

Vision Plan

The VSP vision plan covers eye exams, lenses, frames, and contacts. Members have the freedom and flexibility to use the provider of their choice. However, benefits are maximized and out-of-pocket costs are reduced if an in-network provider is used.



*State taxation rules may apply.

Voluntary Benefits

Employees have the opportunity to participate in voluntary benefits, including Accident, Critical Illness, and Hospital Indemnity, through MetLife at affordable group rates. This coverage complements your medical plan by providing cash benefits that can be used to help pay for the out-of-pocket expenses your plan may not cover such as deductibles, coinsurance, and copays.

Life and AD&D

Basic Life and Accidental Death and Dismemberment (AD&D) coverage is provided to employees at **NO COST** through MetLife. Employees also have the opportunity to purchase additional Supplemental coverage at affordable group rates.

Basic Coverage — 2 times your annual salary, up to \$500,000

Supplemental Coverage — Employee coverage in \$10,000 increments to a maximum of 5x annual salary or \$500,000, spouse/registered domestic partner coverage in \$5,000 increments to a maximum of \$100,000, not to exceed 50% of employee's life benefit, and child(ren) coverage for 15 days to 6 months - \$1,000; under age 26 up to \$10,000.

Flexible Spending Accounts (FSA)

Employees may participate in the Health Care FSA and/or the Dependent Care FSA administered by WageWorks. With these accounts, employees can set aside **pre-tax** dollars to pay for qualified health care and/or dependent care expenses. Contribution limits for 2019 are as follows:

Health Care FSA — For 2019, employees may contribute up to \$2,650 to cover eligible health care expenses incurred by themselves, their spouse, and their children up to age 26. **(Cannot be combined with HSA)**

Dependent Care FSA — For 2019, employees may contribute up to \$5,000 (per family) to cover eligible dependent care expenses (\$2,500 if married and file separate tax returns).

Employee Assistance Program (EAP)

Employees are provided with the Employee Assistance Program (EAP) at **NO COST**. The EAP, administered by MetLife provides confidential, around-the-clock assistance to help employees balance the demands of work, life and personal issues. Employees and their eligible family members have unlimited telephone access, resources and tools, and up to 5 free face-to-face counseling sessions per issue, per year.

Important Note: The material in this benefits overview is for informational purposes only and is neither an offer of coverage or medical or legal advice. It contains only a partial description of plan or program benefits and does not constitute a contract. Please refer to the Summary Plan Description (SPD) for complete plan details. In case of a conflict between your plan documents and this information, the plan documents will always govern. **Annual Notices:** ERISA and various other state and federal laws require that employers provide disclosure and annual notices to their plan participants. The Company will distribute all required notices annually.

Disability

Employees are provided Long-Term Disability Insurance at **NO COST** through MetLife. Disability Insurance provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

Long-Term Disability — Benefit amount is equal to 60% of the employees' base monthly earnings up to \$10,000 per month. Benefits begin following the end of the STD Maximum Benefit Period and continue as needed up to Age 65.

Short-Term Disability is also available for Non-California/Non-Hawaii employees at affordable group rates.

Voluntary Short-Term Disability (Non-CA/Non-HI only) — Benefit amount is equal to 60% of the employees' base weekly earnings up to \$2,000 per week. Benefits begin immediately for an accident and after the 7th day for an illness for a maximum of 26 weeks.

401(k) Plan with Discretionary Match

Employees are eligible to enroll in the Redhorse 401K Plan on the first of the month following date of hire. (Ex: Hired Aug 1st, eligible Aug 1st. Hired Aug 15th, eligible Sept 1st.) The plan is held with Empower Retirement Services. Discretionary Employer match is available annually.

Valuable Extras

Redhorse Corporation also offers the following additional benefits:

- **Time Off With Pay (TOWP):** TOWP includes sick time, vacation time, family/personal time, holidays and other time off.

| Years of Credited Services | Maximum Annual TOWP Accrual | Hours Accrued Per Pay Period |
|----------------------------|-----------------------------|------------------------------|
| < 5 years | 25 days | 7.70 |
| 5-10 years | 30 days | 9.24 |
| > 10 years | 35 days | 10.76 |

- **Flexible Work Hours:** At the discretion of the employee's manager, and within certain guidelines, employees may be permitted a flexible starting and quitting time.
- **Discounted pet insurance through Pet's Best**
- **LifeLock Identity Theft Protection**
- **If enrolled in Basic Life/AD&D, complimentary services:**
 - Emergency Travel Assistance
 - Grief Counseling
- **In addition, if enrolled in Supplemental Life/AD&D, complimentary services:**
 - Financial Protection and Will Preparation

