



PEERLESS[®]
A **KITO** GROUP COMPANY

BENEFITS OF JOINING THE PEERLESS FAMILY





EMPLOYEE BENEFITS & INCENTIVES

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

Medical Peerless offers three flexible benefit plan options through BCBS of MN.

Dental Comprehensive dental coverage at 100% for preventative care plus orthodontic coverage for children and adults.

Vision Low in-network copays for exams, plus coverage for frames, lenses and contacts

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.

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

Short and Long Term Disability
Offered at no additional cost to the employee.

401K Eligible employees may begin making contributions after 90 days of employment. The Company will match 25% of the first 6 percent of base salary that the participant contributes and will make an additional 2.00% (of participant's base salary for each pay period). The Company contributions are subject to a 5 year vesting schedule.

Vacation Employee are eligible for vacation determined by length of service based on employment anniversary date.

Paid Holidays Ten paid holidays including New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and the day following, Christmas Eve, Christmas Day.

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

EAP A benefit for employees and family members living in your home. It serves to identify and help employees and family members resolve problems they may be facing in many different areas of life. Employees may have unlimited telephonic counseling and up to 3 face-to-face visits annually.

ADDITIONAL BENEFITS

Operating Profit An incentive based compensation program to award employees a percentage of the company's profits and/or floating holiday.

Education Assistance Program

Employees are eligible for reimbursement up to a maximum of \$5,000 per calendar year for approved university, technical college and short courses.

Wellness Program Eligible employees receive 30% off their quarterly individual gym membership or other approved programs.

Safety Allowance Employees are granted an allowance for purchase of Safety Shoes and Eye glasses.

Service Recognition Program

Employees with one or more years of service are eligible for recognition under the service award program. Awards will be given for each five year increment of service starting with the 1-year anniversary.

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.

Cell Phone Discount Verizon offers 22% discount off monthly recurring charges for Peerless Chain employees.





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