EMPLOYEE BENEFITS PACKAGE INFORMATION

Benefits become effective thirty (30) days from date of hire.

<table>
<thead>
<tr>
<th>EMPLOYER PROVIDED BENEFIT</th>
<th>COVERAGE</th>
<th>PROVIDER/ADDITIONAL INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Coverage</strong></td>
<td>$2000/Single</td>
<td>Capital Blue Cross PPO – Health reimbursement account is funded by the Authority to cover employee’s deductible.</td>
</tr>
<tr>
<td></td>
<td>$4000/Family</td>
<td></td>
</tr>
<tr>
<td><strong>Prescription Plan</strong></td>
<td>Employee/Family</td>
<td>National Pharmacy Network</td>
</tr>
<tr>
<td><strong>Dental Coverage</strong></td>
<td>Family</td>
<td>Delta Dental</td>
</tr>
<tr>
<td><strong>Vision Plan</strong></td>
<td>Family</td>
<td>Davis Vision</td>
</tr>
<tr>
<td><strong>Life Insurance</strong></td>
<td>Employee Only</td>
<td>Equivalent to annual salary.</td>
</tr>
<tr>
<td><strong>Disability Insurance</strong></td>
<td>Employee Only</td>
<td>Long term – after 90 days.</td>
</tr>
<tr>
<td><strong>Uniforms</strong></td>
<td>Employee</td>
<td>Provided by uniform rental service.</td>
</tr>
</tbody>
</table>
| **401 (K) Caring/ Sharing Plan** | Employee | * Enrollment eligibility - 2 Years from date-of-hire
0-15% Annual employer contribution.
[Vested after three (3) years of employment] |

100% provided by Centre County Recycling & Refuse Authority

**Employee Assistance Program** – retained by CCRRA, Mazzitti & Sullivan can provide personal, confidential assistance (counseling, etc.) to employees at no cost to the employee. Call 1-800-543-5080 or email at info@mseap.com.

**Optional Benefits** (require employee contributions)

- **457 Retirement Plan**
  - Employee contribution up to 20% of gross salary - Employer will match up to 5%

- **Flexible Spending Account**
  - Employee contributes with pre-tax dollars

- **Cancer Insurance**
  - Manhattan Life Assurance Company of America

- **Supplemental Life Insurance**
  - OneAmerica

- **Verizon Wireless Employee Discount**

**Leave Accrual – Absence – Holidays**

- **Vacation Accrual**
  - 13 days/yr. – Four (4) hours per pay period

- **Sick Time Accrual**
  - 6.5 days/yr. – Two (2) hours per pay period

- **Personal Day Accrual**
  - Two (2) days/yr. – One (1) day every six (6) months

- **Funeral Absence**
  - Three (3) days/immediate relatives
  - One (1) day/extended family

- **CCRRA Paid Holidays**
LEAVE ACCRUAL – ABSENCE – HOLIDAYS (continued)

- Hourly employees can accumulate compensatory hours in lieu of overtime – maximum 24 hours.
- Time off during the first 1040 hours (six months) must be taken without pay.
- After one year of service, an employee will be paid for accrued vacation time upon cessation of employment. [*with two weeks’ notice and return of Authority property]
- Payment for accrued sick time is dependent upon the total hours accrued. [*with two weeks’ notice and return of Authority property]
- Sick time may be converted annually to vacation time at a ratio of 2:1 (16 hrs. sick = 8 hrs. vacation).

GOOD TO KNOW

- All new employees are appointed to a probationary status for a period of 1040 hours (six months).
- All employees are paid on a biweekly basis (two week pay periods). *Direct deposit enrollment is available to any banking establishment of the employee’s choice.
- A workweek is defined as the consecutive 7-day period commencing on a Sunday (12:00 A.M.) and ending on Saturday (11:59 P.M.).
- If an employee is called back to work after the regular workday, they shall be paid a minimum of 2 hours.
- Employees securing commercial driver licenses are eligible for reimbursement of the difference in cost for such license.
- Employees and their relatives are eligible to participate in the PA State Employees Credit Union, which offers a wide range of financial services.
- Employees are regularly provided hats, t-shirts, gloves and other safety equipment.
- Employees that have health insurance coverage under another plan are eligible to waive health insurance provided by the Authority and provided the employee can show proof of coverage, will receive either $190.00 per month in additional wages or $220.00 per month contributed to their Fulton Financial Retirement Plan.

Benefit programs administered by:

OneAmerica® Companies PO Box
368 | Indianapolis, IN 46206