

Exceptional Persons, Inc.

Benefits Summary

Effective 5/08

Employees working in a regular scheduled position of at least 30 hours per week are eligible for benefits.

Vacation: 10 days until 5th year of employment. 15 days until 10th year of employment. 20 days until 20th year, and 25 days thereafter. Eligible to use after 3 months of continuous employment.

Sick days: Accruals total 9 days per year. Eligible to use after 3-month training period is complete.

Personal days: 1 day the first year and 2 days per year up to year five. Additional days based on years of employment for a maximum of 5 personal days per year with 15 years of employment. Eligible to use after 6-months of continuous employment.

Health Insurance: Wellmark Blue Cross/Blue Shield of Iowa. Effective after 3 months of continuous employment.

Blue Choice-- Single- \$60/month
Employee + 1 dependent- \$295/month
Family- \$329/month

Dental Insurance: Delta Dental of Iowa. Effective after 3 months of continuous employment.

Employee only- \$21.59/month
Employee + 1 dependent- \$44.07/month
Family- \$78.65/month

Life Insurance: Equal to \$25,000 during employment. No premium cost to the employee.

Retirement: 401k with Community National Bank
EPI contributes up to 6% of the employee's wages based on match. Contributions begin after age twenty-one, 12 months of employment and 1,000 hours worked. Vesting begins at 2 years of employment and is full after 5 years of employment.

Flex Benefits: Voluntary participation in pre-tax payroll deduction for reimbursement for medical expenses including vision, dental care, and dependent care.

Fitness: Voluntary enrollment in membership with local health clubs at corporate membership rates available.

Auto repair: Vehicle repair services by EPI's Transportation department at below competitive market prices.

Community Living Adult Base Pay Rates:

Supported Living Staff I	\$8.20 (no experience) \$8.45 (after 3-month training complete) \$9.45 (5 years experience)
Supported Living Staff II	\$9.10 (no experience) \$9.35 (after 3-month training complete) \$10.35 (5 years experience)
Supported Living Staff III SLEEP	\$9.80 (no experience) \$10.05 (after 3-month training complete) \$11.05 (5 years experience)
Direct Support (CLC)	\$10.50 (no experience) \$10.75 (after 3-month training complete) \$11.75 (5 years experience)