



Employee Benefit Program Summary

Paid Holidays: 10 days

Paid Time Off: 0 – 5 years: 15 days 5 – 10 years: 20 days 10+ years: 25 days

Accrual up to 50 days. Employees may choose cash in lieu of paid time off. Other paid time off includes bereavement and jury duty.

Medical Insurance: Anthem Blue Cross Blue Shield

Coverage begins the first day of the month after the employee's start date. KeyCare 15 Plan includes \$10/\$20/\$35 drug benefits. \$15 co-pay for in network office visits with no deductible. \$30 co-pay for in network specialist office visits with no deductible. Max out of pocket expense in network \$2,000/\$4000 for family. Out of network deductible \$400 per person/\$800 per family.

Dental Insurance: Guardian

Comprehensive, network-free, dental plan. Pays 100% of customary charges for all preventive services (periodic exam and cleaning) two times per year. 80% of basic services and 50% of complex services. Coverage begins the first day of the month after the employee's start date.

Vision Insurance: Guardian

Vision plan pays for annual exams, lenses, frames, and contact lenses. In VSP network services and materials are fully covered after a \$20 co-pay with no deductible. Coverage begins the first day of the month after the employee's start date.

NOTE: Medical, dental, and vision insurance coverage is linked. If employees elect this option they will pay 1% of their salary for self-only coverage and 2% if they require additional coverage for a spouse or family. Employees currently pay approximately 25% of the actual cost of this coverage. Syntronics pays the remainder.

Life Insurance: Guardian

Two times employee salary to a maximum of \$250,000. Plan also includes AD&D benefits. Coverage begins first day of the month after the employees start date. Syntronics pays 100% of this benefit.

Short Term Disability: Guardian

60% of the employee's weekly salary to a maximum of \$1,000 per week. Benefits are provided for a period of 13 weeks and begin on the first day of an accident or the 8th day of an illness. Coverage begins first day of the month after the employees start date. Syntronics pays 100% of this benefit.

Long Term Disability: Guardian

60% of the employee's monthly salary to a maximum of \$6,000 per month. With an elimination period of 13 weeks, long-term benefits are designed to begin when short-term benefits expire. Coverage begins first day of the month after the employees start date. Syntronics pays 100% of this benefit.

IRA Plan: Ameritrade

The plan is a SIMPLE IRA and features a broad range of investments through Ameritrade to satisfy individual investment strategies. Employees can elect to defer up to \$9,000 in 2004. Employees over fifty years may elect to invest and additional \$1,500 as a catch-up contribution. Syntronics will match the employee's contribution up to a maximum of 3% of the employee's salary. Available immediately. Employees are fully vested.

Performance Bonus Program: Syntronics

This benefit is paid to employees once each year in December as a reward for excellent performance or significant accomplishments.

Profit Sharing Program: Syntronics

This benefit is paid to employees quarterly.

Tuition: Syntronics

Full tuition reimbursement, subject to approval and continuity, up to \$3,000 per year. Available after 6 months.

Professional Dues/Subscriptions: Syntronics

One professional organization or trade periodical.