

SUMMARY OF EPS BENEFITS *(Updated 03/01/2004)*

Health Insurance. Employees who work 20 hours or more per week are eligible for company-paid insurance benefits on the date of hire. Blue Shield provides medical and prescription coverage and dental, vision, and life insurance is provided by The Principal Group. The cost to the employee is \$10 per month for their own insurance. EPS pays the balance of the employee's premium. Dependent coverage is an employee expense. Employees who are already covered by an outside plan and who do not participate in EPS plans will receive a monthly subsidy to help towards outside plans.

Life Insurance. \$25,000 EPS-paid policy for all employees effective on the date of hire.

Disability Insurance. This company-paid benefit insures a portion of an employee's salary in the event of disability. It is effective after 30 days of employment and requires 20 or more working hours per week.

Long Term Care Insurance. This benefit helps a person pay for the cost of long term care should a person need it. EPS pays for a base plan for the employee. Employees can, at their own expense, enhance their own plan, and/or enroll their spouse, parents, or other family members. Benefit is effective after 30 days of employment and requires a person to work 20 hours or more per week.

401(k) Plan. Employees can elect to contribute up to \$14,000 of their salary each year. Employees may enroll after successful completion of their initial testing period on the 1st of the following quarter. Participation is voluntary and is handled through payroll deductions. EPS does not contribute to this plan.

Profit-Sharing Plan. Contributions to the Profit Sharing Plan are solely at the discretion of the Trustees. Employees are eligible to participate after one full year of service and fully vested after six years.

Time Off. A regular full-time employee will earn 10 days of vacation after one year, 15 days vacation after five years, and 20 days vacation after ten years. A full-time employee will earn 9 days of holiday time per year and 5 days of sick leave per year. Time off is based on actual hours worked.

Section 125 "Cafeteria" Plan. This plan allows employees to pay for dependent medical insurance coverage, unreimbursed medical expenses, and dependent care expenses with pre-tax dollars. Employees are eligible to enroll on the date of hire.

Commuter Check. This program allows EPS's Bay Area employees who travel by transit to pay for the cost with pre-tax dollars.