

Benefit Summary

Employee Stock Ownership Plan	Fully Company paid benefit. Employees participate after twelve (12) months of service. Contributions of Company stock may be made each year. Participating employees share in the contributions based on their compensation level. Full vesting is attained after seven (7) years of service. Contribution levels vary from year to year.
401(K)	Employee participates immediately. Employee can defer up to twenty-five percent (25%) of their compensation. Company will contribute as a match, an additional 50% of the first 5% contributed by the employee.
Flex Plan	Allows an employee to take a tax deduction for unreimbursed medical and childcare expenses and insurance premiums they incur.
Vacation	Ten (10) days per year.
Holidays	Eight one-half (8.5) days per year.
Illness	Seven (7) days per year.
Life Insurance	Employees receive life insurance equal to 1.5 times their salary to a maximum of \$50,000. Dependent life insurance (\$2,500 for spouse) is included at no additional cost.
Long-Term Disability	Disabled employees receive 60% of their salary up to \$6,000 per month until age 65.
Group Health Insurance	Volkert offers Health Insurance through Blue Cross and Blue Shield to employees working a minimum of 30 hours weekly. Employee and dependent coverage is available at discounted group rates and premiums are payroll deducted.
Optional Benefits	Volkert's optional benefit package includes, dental, vision, short-term disability and critical care illness. Premiums for employee and dependent coverage are payroll deducted.

*Please see applicable Summary Plan Descriptions or Volkert's Personnel Practices manual as appropriate, for further details.