

Payroll																									
Paychecks	Biweekly (on Fridays for work performed through the completion of the previous two work weeks)																								
Non-Medical Benefits																									
Holiday	9 paid holidays (New Year's Day, President's Day, Memorial Day, July 4 <sup>th</sup> , Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Eve & Christmas Day)																								
Vacation	<p>Vacation time is accrued on a bi-weekly basis and is based on years of service.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Years of Service</th> <th style="text-align: center;">Bi-weekly Accrual Hours</th> <th style="text-align: center;">Annual Days Accrual</th> </tr> </thead> <tbody> <tr> <td>0-4.9</td> <td style="text-align: center;">4.93</td> <td style="text-align: center;">16</td> </tr> <tr> <td>5-10.9</td> <td style="text-align: center;">5.85</td> <td style="text-align: center;">19</td> </tr> <tr> <td>11-11.9</td> <td style="text-align: center;">6.16</td> <td style="text-align: center;">20</td> </tr> <tr> <td>12-12.9</td> <td style="text-align: center;">6.47</td> <td style="text-align: center;">21</td> </tr> <tr> <td>13-13.9</td> <td style="text-align: center;">6.77</td> <td style="text-align: center;">22</td> </tr> <tr> <td>14-14.9</td> <td style="text-align: center;">7.08</td> <td style="text-align: center;">23</td> </tr> <tr> <td>15+</td> <td style="text-align: center;">7.39</td> <td style="text-align: center;">24</td> </tr> </tbody> </table>	Years of Service	Bi-weekly Accrual Hours	Annual Days Accrual	0-4.9	4.93	16	5-10.9	5.85	19	11-11.9	6.16	20	12-12.9	6.47	21	13-13.9	6.77	22	14-14.9	7.08	23	15+	7.39	24
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Sick Leave	Eligible non-exempt employees accrue up to 6 sick days each calendar year with a maximum accrual of 12 days.																								
Employee Referral Program	\$750 - \$2500 for designated US based positions.																								
Medical Benefits																									
Plan Calendar	April – March																								
Waiting period & eligibility	<p>No waiting period</p> <p>Regular full-time employees (40+ hours/week) &amp; part-time benefit employees (30+ hours/week)</p>																								
Plan entry date	Immediate																								
Medical Plans	<p><b>Anthem Blue Cross, HMO – California</b></p> <p>The HMO plan covers at 100% for most services with a co-payment of \$20 or \$40 per office visit. Your selected Primary Care Physician is your point of contact for all medical care needs. Out of network benefits are not available under the HMO plan.</p> <p><b>Anthem Blue Cross, Lumenos PPO with a Health Savings Account</b></p> <p>A consumer-driven health plan with a high deductible feature but the premium is substantially lower than the traditional PPO plan. Plan available to all California and out-of-state employees.</p> <ul style="list-style-type: none"> <li>• Your choice to visit any physician in or out-of-network</li> <li>• Calendar year deductible: \$1,300 Individual / \$2,600 Family</li> <li>• Plan Year Out of Pocket Maximum: \$2,500 Individual / \$5,000 Family</li> <li>• 100% coverage for preventive services from in-network physicians</li> <li>• Co-insurance: 10% for in-network providers / 30% for out-of-network providers</li> <li>• Plan covers hospital stay, emergency treatments, physician/specialist visits &amp; surgery.</li> </ul> <p><b>Waive Medical Coverage</b></p> <p>You may elect to waive your medical coverage if you have proof of medical insurance elsewhere. If you decide to waive coverage, Printronix will pay you \$24 per pay period, subject to taxes.</p>																								

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Dental Benefits	
Dental Plans	<p><b>Cigna (PPO)</b></p> <ul style="list-style-type: none"> <li>• Annual deductible: \$50 In-Network / \$100 Out-of-Network</li> <li>• 100% coverage for preventive services</li> <li>• Basic: 80% In-Network / 70% Out-of-Network</li> <li>• Major: 60% In-Network / 50% Out-of-Network</li> <li>• Annual maximum: \$1,500</li> <li>• Orthodontia for dependent children – 50% of cost up to a lifetime maximum of \$1,000 per child</li> </ul> <p><b>Cigna (DHMO)</b></p> <ul style="list-style-type: none"> <li>• Dental care must be coordinated through your primary care dentist</li> <li>• No annual deductible</li> <li>• No annual maximum</li> <li>• Select a primary care dentist in the Cigna network providers</li> <li>• Provides coverage for basic, major and orthodontic with some or no co-payments</li> </ul>
Vision Benefits	
Vision Plan	<p><b>Vision Service Plan (VSP)</b></p> <ul style="list-style-type: none"> <li>• Company paid vision insurance coverage with \$20 co-payment</li> <li>• Eye examination every 12 months</li> <li>• Glasses or contacts every 12 months</li> <li>• Frames every 24 months</li> <li>• Program is self-insured</li> </ul>
Tax-Advantaged Account	
401(k) Savings	Pre-tax contribution with matching contributions from the company. The company will match dollar to dollar up to 1% of your pay and also an additional \$.50 on the next 1%. You can enroll at any time. A great way to save for retirement.
Health Care Flexible Account	Use your pre-tax dollars to pay for most medical, dental and vision care expenses (such as copayments, deductibles, prescriptions and over-the-counter prescribed medications.) You can defer up to \$2,550 / plan year.
Dependent Care Account	Use your pre-tax dollars to pay for day care, babysitters or after school programs. You can defer up to \$5,000 / plan year.
Health Savings Account	Use your pre-tax HSA funds to pay for eligible medical, dental and vision expenses and prescriptions when enrolled in the consumer-driver health plan. Printronix will contribute \$500 to start your HSA plan if you elect enrollment in the Lumenos PPO Plan.
Other Benefits	
Group Basic Life and Accidental Death & Dismemberment	You are automatically enrolled in the Mutual of Omaha Group Basic Life and Accidental Death & Dismemberment insurance from one to two times your annual base salary up to a maximum coverage of \$750,000. Each of your eligible dependents is covered with a benefit of up to \$1,500.
Long Term Disability	You are automatically enrolled in the Mutual of Omaha Long Term Disability insurance from 60 to 66.67% of your annual base salary up to a maximum monthly benefit of \$15,000. Elimination period is from 90 to 120 days from employee's date of disability.
Short Term Disability	Non-exempt employees are automatically enrolled in the Mutual of Omaha Short Term Disability insurance for 60% of the monthly pre-disability earnings for up to 25 weeks. Plan benefits off-set with State Disability for non-exempt employees in California.
Business Travel Insurance	Coverage while traveling on company business through AIG. Coverage is effective 24/7, from the

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	time you leave your home or office on valid company business until your return to your home or office (whichever is first.)
Worldwide Emergency Travel Assistance	Worldwide emergency travel assistance services are available to employees with just one phone call. When traveling for business or pleasure, in a foreign country or 100 miles or more away from home, you and your family can count on getting help in the event of a medical emergency.
Employee Assistance Program (EAP)	Provides confidential resources and referral for you and your dependents' personal well-being, family issues, legal and financial referral, child and elder care resources, and healthcare advice through the Mutual of Omaha.  Assistance is available 24/7 through their toll-free phone or website.
Medicare Services	Provides access to iQuote.com to find the right Medicare plan at no cost to you and your family members.
<b>Voluntary Benefit Programs</b>	
Supplemental Life	Additional coverage for you and your eligible dependents through Mutual of Omaha. Increments of \$10,000 to a maximum of \$500,000 for employee and spouse. Increments of \$2,000 not to exceed \$10,000 for child coverage.
United Pet Healthcare	Three different savings program available, pet owners save 20% - 50% on office visits, exams, vaccines, spays and/or neuters, etc.
Legal Shield Legal Services & ID Theft	Provides professional attorney assistance for telephone & in-person consultations, document preparation, and representation for many frequently needed legal matters.
<b>Employee Benefit Costs</b>	
Medical Plans	Cost sharing
Dental Plans	Cost sharing
Vision Plan	Cost sharing
Basic Group Life and Accidental Death & Dismemberment	No cost to employee
Long Term Disability	No cost to employee
Short Term Disability	No cost to employee
Business Travel Insurance	No cost to employee
Worldwide Emergency Travel Assistance	No cost to employee
Employee Assistance Program	No cost to employee
Supplemental Life	Available at employee cost
United Pet Healthcare	Available at employee cost
Prepaid Legal Services & ID Theft	Available at employee cost
<b>Education Program</b>	
Educational Assistance Program	The program will reimburse up to \$5,000 per calendar year for all approved course work at any accredited public institutions.
Corporate Training & Development	Printronic sponsors training and development programs offered on-site and off-site locations.

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