

2010 SUMMARY OF BENEFITS

EMPLOYEE INSURANCE COSTS (bi-weekly pre-tax payroll deductions) **AMOUNT DEDUCTED:**

MEDICAL INSURANCE PROVIDED BY BLUE CROSS/BLUE SHIELD OF ALABAMA:

-Health family coverage.....	Pretax	\$124.62*
-Health employee plus spouse	Pretax	\$114.00*
-Health employee plus child(ren).....	Pretax	\$108.46*
-Health single coverage.....	Pretax	\$ 49.38*

(Benefits for pre existing conditions in accordance with HIPAA)

DENTAL INSURANCE PROVIDED BY DELTA DENTAL:

-Dental family coverage (spouse and/or any dependents)	Pretax	\$13.28*
-Dental single coverage.....	Pretax	\$ 4.61*

** Health and Dental premiums are capped at 5% of base salary*

VISION SERVICE PLAN (VSP):

A voluntary vision plan is available through the VSP nationwide network. VSP provides substantial coverage for eye exams and materials. With VSP, you and your family members can visit any eye doctor they wish or a Vision Service Plan (VSP) network doctor. The plan includes exams, glasses, and contact lenses every 12 or 24 months. Co-pays typically apply.

-Vision family coverage (spouse and/or any dependents)	Post tax	\$ 9.23
-Vision single coverage	Post tax	\$ 4.04

BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT PROVIDED BY LIBERTY MUTUAL:

\$30,000 basic term life coverage	Pretax	\$ 1.34
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SUPPLEMENTAL LIFE PROVIDED BY LIBERTY MUTUAL:

-Supplemental life insurance is available in increments of 1, 2, or 3 times annual income up to \$500,000 at a monthly cost of \$.115 per thousand.

DEPENDENT LIFE INSURANCE PROVIDED BY LIBERTY MUTUAL:

You now have the option of purchasing additional amounts of Life Insurance for your family through Liberty Mutual. You **must** elect supplemental life coverage in order to purchase spouse and/or dependent child life coverage.

Spousal Coverage: You may purchase life insurance coverage for your spouse in \$10,000 increments up to 50% of your total supplemental life insurance coverage, with a maximum of \$100,000 guarantee issue coverage. The rate for this coverage is the same as the employee rate: Monthly: \$0.115 per \$1,000 of coverage; biweekly: \$.0531 per \$1,000 of coverage.

Dependent Child Coverage: \$1.40 per family unit per month (biweekly premium is \$0.646 per family unit)

-\$1,000 for children from birth to 6 months

-\$10,000 coverage for children from 6 months to age 19 (age 26 if the child is unmarried and a full-time student)

SUPPLEMENTAL ACCIDENTAL DEATH & DISMEMBERMENT PROVIDED BY LIBERTY MUTUAL:

-Supplemental accidental death & dismemberment is available in increments of 1, 2, or 3 times annual income up to \$500,000 at a monthly cost of \$.02 per thousand.

LONG TERM DISABILITY INSURANCE (LTD) PROVIDED BY LIBERTY MUTUAL:

LTD will pay 60% of lost income up to \$20,000 per month (non-taxable income). Cost for LTD coverage is calculated at \$.0018 X your bi-weekly base pay. Approved absences from work must be upon written request by a physician stating employees' inability to function in their job. This coverage is optional; however, you must elect both LTD and STD together or decline both.

SHORT TERM DISABILITY INSURANCE (STD) PROVIDED BY LIBERTY MUTUAL:

STD will pay 60% of lost income up to \$1000 per week (taxable income). STD will cover any qualified disabling sickness or injury for 90 days. Approved absences from work must be upon written request by a physician stating employees' inability to function in their job. STD is provided by ADTRAN at no cost to the employee, and LTD benefits are exempt from taxes.

FLEXIBLE SPENDING ACCOUNT ADMINISTERED BY ADP FSA:

A Flexible Spending Account allows participating employees to pay up to \$5,000 for medical expenses and up to \$5,000 for dependent care expenses on a pre-tax basis.

401(k) PLAN ADMINISTERED BY FIDELITY:

Eligible employees may elect to enroll in the ADTRAN 401(k) plan upon hire. The plan allows the employee to defer (pre-tax) up to 60% of income with a 2010 cap of \$16,500. After 12 months of service, ADTRAN will match up to 4% of the employee's income based on the employee's contributions.

100% of the first 3% of contributions

50% of the next 2% of contributions

VACATION WITH PAY:

2 weeks paid vacation per year for the first 5 yrs. of service; after the 5th yr., vacation increases to 3 weeks. Vacation increases to 4 weeks after 15 yrs. of service; vacation increases to 5 weeks after 20 yrs. of continuous service.

ADDITIONAL TIME OFF WITH PAY:

Holidays Depending on your work shift, you will receive the following amount of holidays:

5-8's shift: 7 regular and 2 company-determined floating

4-10's shift: 7 regular and 1 company-determined floating

3-12's shift: 6 regular and 1 company-determined floating

Sick Leave: 5 days per year for employees with less than one year of service and 10 days per year for any employee with over one year of service.

Military Leave: as necessary.

Vote Leave: as necessary.

Bereavement Leave: up to 3 days for members of the immediate family.

EDUCATION ASSISTANCE:

ADTRAN will reimburse regular full-time Employees for tuition paid for two to four year ADTRAN-related degree. Reimbursement for 100% of tuition, laboratory, and registration fees will be paid upon completion of course, submission of receipts, and proof of acceptable grade (normally "C" or equivalent) to Accounting.

COMPUTER PURCHASE:

ADTRAN will assist employees in the purchase of personal computers (laptops, computer hardware). The program is available to all ADTRAN full-time regular employees in good standing who have completed at least one year of continuous service. The Computer Purchase Program provides an interest-free loan of up to \$2,500 repayable through payroll deductions.