

# Total Rewards

## Benefits for Salaried Employees



We Deliver Precision®

Ulbrich Stainless Steels & Special Metals, Inc. recognizes that employee total rewards play a key role in attracting and retaining the talented staff we need to succeed. That is why we pride ourselves on offering a comprehensive compensation and benefits package.

### Eligibility and Enrollment

- » Most benefits are effective the first of the month following your date of hire.
- » You must be scheduled to work 30 hours per week to be eligible for most benefits.
- » You have 30 days to enroll.

## Health & Wellness

### Anthem Medical Plan Choices (Century Preferred)

#### COMP PPO \$20 PLAN

- » In-network deductible of \$500 for an individual and \$1,500 for a family with a maximum out-of-pocket cost of \$1,500 for an individual and \$3,000 for a family per calendar year.
- » Co-insurance of 10% applies to Inpatient Hospital, Outpatient Surgery, and Durable Medical Equipment/Prosthetic Devices. Office visits are a \$20 co-pay; specialists are a \$30 co-pay.
- » Preventive services are covered at 100%. The prescription drug co-pays are \$10, \$25, \$40 and 20% for specialty drugs (Min \$50-Max \$150).
- » Out-of-network services are subject to the same deductible and out-of-pocket maximums but with a 30% co-insurance on most services and 20% co-insurance on prescription drugs.

#### HSA PLAN

- » High deductible medical plan coupled with a Health Savings Account. The deductible is \$1,500 for an individual and \$3,000 for a family.
- » Out-of-pocket maximums are \$3,000 for an individual and \$6,000 for a family for in or out-of-network services.
- » Coinsurance is 20% in-network and 40% out-of-network for all medical services including prescription drugs except for preventive services which are covered at 100%.

### Employee Assistance Program (EAP)

Confidential telephone access to licensed clinicians 24/7 to help you balance the demands of work, life and personal issues. Includes up to five face-to-face counseling sessions. Provides child and family, and health and wellness educational resources.

### Dental Plan

#### METLIFE PREFERRED DENTIST PROGRAMS (PDP PLUS)

- » Preventative services are covered at 100%.
- » Deductible is \$50 per person and \$150 per family per calendar year. No deductible for diagnostic or preventative care.
- » 80% coverage provided for basic restorative (such as fillings and root canals), and 50% major restorative (such as bridgework and crowns).
- » Maximum benefit is \$1,500 per person per calendar year.

### Vision Plan

#### ANTHEM BLUE VIEW VISION PROGRAM

Access to a network of over 30,000 doctors and 25,000 locations, with in-network benefits including:

- » Routine eye exam once every calendar year (\$20 co-pay)
- » Eyeglass frames once every calendar year with a \$130 allowance, then 20% off remaining balance
- » Eyeglass lenses once every calendar year with a \$20 co-pay.
- » Contact lenses once every calendar year with a \$130 allowance and then 15% off any remaining balance.

### True Health Wellness Program

With guidance from Karelia Health and Healthtrax, this wellness initiative educates and encourages employees and their families to minimize health risks and improve the quality of their lives.

# Financial Protection & Security

## 401(K) Savings Plan

### T. ROWE PRICE

Our 401(k) savings plan not only allows employees to save and invest in their retirement, it also allows employees to save each year by reducing their annual taxable income.

- » Best of all, Ulbrich will match the eligible employees contributions 100% on their first 6% of compensation they defer.
- » Employees may elect to defer up to 100% of annual compensation (subject to IRS maximums).
- » Employees may elect a variety of funds to invest in and optimize their savings growth.
- » Eligibility begins after 90 days of service; new employees are automatically enrolled at 6%.

## Flexible Spending Accounts

### ADVANCED BENEFIT STRATEGIES FLEXIBLE SPENDING PLAN

Take advantage of laws that allow employees to reduce their taxable income and pay for eligible expenses with pre-tax dollars. Employees may elect this voluntary benefit to use for dependent care or health care expenses (or both). This plan follows IRS regulations governing eligibility and reimbursement rules, details of which may be provided upon request.

## Life and AD&D

The life and accidental death and dismemberment insurance benefits are company-paid. Employees are eligible for a benefit based on their annual basic earnings.

### OPTIONAL AND DEPENDENT LIFE INSURANCE

Employees may purchase additional life insurance through a payroll deduction. They may also purchase dependent life insurance for their spouse and/or their children.

## Disability Plans

Disability insurance is a critical component of the benefits you are offered. Ulbrich provides both short-term and long-term disability plans at no cost to you. Both plans provide financial security in case you are medically unable to work.

This summary provides highlights of the benefit plans offered to eligible Ulbrich salaried employees. It is only a brief outline intended to assist you and is not a complete description of such plans. Please request a Benefits Summary for further details on all plans. You may also contact our Benefits Coordinator at BPalumbo@ulbrich.com or 203-265-8231 for additional assistance.

Most of the plans described in this summary are governed by an official plan document and/or insurance policy. In the event of any inconsistency between this summary and the applicable official plan document and/or insurance policy, the plan document and/or insurance policy will govern. Ulbrich Stainless Steels, acting through its authorized officers, reserves the right to amend, modify or terminate these plans at any time, for any reason, subject to applicable laws, with or without prior notice.

# Additional Rewards

## Bonus Opportunity

At Ulbrich, each full-time employee is eligible to participate in a discretionary bonus program. Bonuses are paid when Ulbrich achieves certain pre-established financial goals. To be eligible for a payout, employees must be actively employed at the end of the bonus period. New employees are eligible for a bonus on a pro rata basis.

## Ulbrich Service Awards Program

Because the growth and progress of the Company would not be possible without the commitment and loyalty of our employees, Ulbrich honors its employees with a Service Awards Program to recognize employment milestones. Service anniversaries are celebrated every five years. Employees receive a premium gift of their choosing and are presented with a service plaque at our annual awards dinner.

## Tuition Reimbursement Plan

Continuing education is a key part of our learning culture at Ulbrich Stainless Steels. Tuition costs and certain fees are reimbursed up to 100% depending on the grade received. Maximum annual cap is \$5,250.

## Paid Time Off

### VACATION

Our employees have the opportunity to spend time with their families and enjoy a healthy work/life balance. Vacation benefits are based on the employee's anniversary year, which occurs in the current calendar year. Eligibility and schedules differ across locations and job categories.

### HOLIDAYS

Ulbrich observes 11 paid holidays per year.



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Ulbrich Total Rewards for Salaried Employees | 2017