

XL Construction Employee Health Benefits

At XL Construction, we approach our work with a deep appreciation for the people we work with, so we are interested in promoting the health and well-being of our employees. A comprehensive health insurance program is available to employees and their families. These offered benefits are designed to promote immediate and long-term health, success, and satisfaction for employees and their families, which is why the benefits programs are constantly reviewed and improved to stay in the forefront of Bay Area companies. We offer comprehensive and balanced benefits that include:

- **Medical:** Cigna PPO and HMO Medical Plans, with a range of deductible and co-payment options, covering physician services, prescription drugs, and hospital services, as well as a Kaiser option.
- **Vision:** Our Cigna Vision Plan covers exams, lenses and frames annually, and both elective and visually necessary services – with full benefits to network providers and partial benefits to non-network providers.
- **Dental:** XL's Dental Plan, offered through Cigna, covers preventive procedures, basic procedures (e.g., fillings, extractions, root canals, oral surgery), and major procedures (e.g., bridgework, crowns, inlays, dentures, and children's orthodontia).
- **401K:** The first day of the month following your hire date, you can enter the 401 (K) Plan, and money that would otherwise be paid to you as taxable income may be directed by you into your 401(K) plan as a salary deferral contribution. Earnings on these contributions will accumulate on a tax-deferred basis. XL matches 50% per dollar up to 6%, helping grow your account. XL employees can also set money aside in a post-tax Roth.
- **Long-Term Disability (LTD):** The LTD plan is designed to provide you with income in the event you become totally disabled and remain disabled for more than 90 days.
- **Life Benefit Plan:** In the event of your death, your beneficiary will receive one times your annual salary up to a maximum of \$200,000.
- **Accidental Death & Dismemberment:** If your death is the result of an accident, your beneficiary will receive an additional benefit amount equal to your life insurance.
- **Flexible Spending Accounts (FSA) Section 125 Plans:** FSAs use employee salary reduction for pre-tax reimbursement of qualified incurred expenses, including a Medical Reimbursement Account; and a Dependent Care Reimbursement Account Plan.



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851 Buckeye Court Tel 408-240-6000
Milpitas, CA 95035 Fax 408-240-6001

- **Personal Time Off (PTO):** Those employees eligible for paid PTO accrue PTO for each calendar month of service from their hire date. Total accrual per year is 13 days for the first five years of employment; 18 days for years 6 through 10; and 23 days for more than 10 years with the company.
- **Paid Holidays:** Depending on your eligibility, you can receive nine paid holidays for the holidays that XL recognizes, which currently include New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Eve, and Christmas Day.
- **Bonus Plan:** All employees not covered by a collective bargaining agreement are eligible for the XL bonus plan. Based upon both company and individual performance, bonuses are distributed to employees at the end of the fiscal year. The financial performance of the company is communicated to all XL employees in the annual All Hands meeting. XL has paid bonuses in every year of its existence.
- **XLebrate Summer:** In addition to paid vacation, XLebrate summer allows eligible employees who choose to participate to take an additional 5 days off during the summer.
- **Continuing Education:** reimbursement for seminars and courses on a case-by-case basis after considering the personal growth and company benefits.

Signed:

Berenice Rodriguez
Human Resources