



The Rudolph Libbe Group is pleased to offer its associates excellent benefit programs designed to be an integral part of the companies' efforts to build and retain our talented and motivated workforce. These health and welfare benefits provide competitive and comprehensive options that allow you to choose plans based on your needs in addition to offering the potential for long-term financial security for you and your family.

MEDICAL COVERAGE WITH HEALTH SAVINGS ACCOUNT

The medical plan offered by the Rudolph Libbe Group is a high deductible health plan with a health savings account (HSA). The company will contribute \$250 with an option to receive an additional \$500 based on your contribution under Single Coverage and \$500 with an option to receive an additional \$1,000 based on your contribution under 2-Party/Family Coverage.

DENTAL COVERAGE

With Delta Dental you have access to an extensive network of dentists utilizing their Premier and PPO networks. The plan covers preventive care in full, and limits your costs for other treatment.

VISION COVERAGE

Vision insurance is 100% employer paid. Select either the VSP or Davis Vision network—both have providers which consist of private practicing optometrists, ophthalmologists, opticians and optical retailers.

HEALTHIESTYOU BY TELADOC

There are times when you can't get to the doctor and need non-urgent care so you can get back to feeling 100%. It's times like these that telemedicine could be an option. Use HealthiestYou for a phone consultation with a physician for non-life threatening health issues.

BEST DOCTORS

Best Doctors provides access to the best medical minds in the world. You can be sure you're getting the right diagnosis, the right treatment and the right care. Contact Best Doctors to have your case reviewed by a world-leading medical expert. This is a free program for associates.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

FSAs allow you to defer part of your paycheck on a pre-tax basis into an account to pay for a variety of healthcare or dependent care expenses.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our EAP is a confidential counseling and referral service. It is a free benefit for you, your spouse, and any eligible dependents. Through the EAP, you and your family can get help with a wide range of personal issues including grief and loss, stress management, legal issues and more.

401(K) PLAN

The Rudolph Libbe Group retirement plan is a 401(k) that allows you to enhance your long-term financial wellbeing—by investing in yourself. In profitable years, the Company may make a discretionary profit sharing contribution to your 401(k) account in an amount determined by the Board of Directors.



DISCRETIONARY BONUS PROGRAM

The Rudolph Libbe Group bonus program was established to provide an opportunity for associates to participate in the financial success of the company. Bonuses are paid by March 1 each year if you are employed on the date the bonus is paid.

PAID TIME OFF (PTO)

Upon hire, you are granted a bank of PTO days to be used for vacation, personal time, and sick days in the calendar year. The number of days you receive under the policy is determined by your length of credited service with the Rudolph Libbe Group.

VOLUNTEER TIME OFF (VTO)

The Rudolph Libbe Group is committed to the communities where we live and work. In support of these efforts, each associate and co-op receives (eight) 8 hours of paid time off each calendar year for volunteering.

PARENTAL LEAVE

Parental leave is a paid leave for an associate in connection with the birth of an associate's own child or the placement of a child in their care through adoption or foster care. We offer one (1) week of 100% paid paternity leave and eight (8) weeks of 100% paid maternity leave.

HEARING CARE SOLUTIONS HEARING BENEFIT

The Rudolph Libbe Group partners with Hearing Care Solutions (HSC) to provide hearing exams and discounted pricing on hearing aids. There is no cost to associates to participate in this program. HSC is contracted with over 5,000 providers nationwide including 350 providers across Ohio.

SHORT AND LONG TERM DISABILITY

Short and Long Term Disability insurance is provided at no cost to you. This insurance provides income protection in the event you become disabled and are unable to work due to sickness or non-occupational injury.

LIFE AND SUPPLEMENTAL COVERAGES

Basic employee life insurance is provided to you at no cost. There are also a number of voluntary options for supplemental life insurance, dependent life insurance, critical illness insurance, accident insurance and hospital indemnity insurance.

COLLEGE ADVANTAGE 529 PLAN

Open a college savings account and contribute to it with payroll deferrals. The 529 account grows tax-free, and qualified withdrawals are free from federal and state income tax.

LEGALSHIELD AND IDSHIELD

Instead of paying a lawyer expensive hourly fees, with LegalShield you pay a small monthly fee and get access to experienced attorneys that can help you with any legal issue. IDShield member benefits include privacy and security monitoring, 24/7/365 consultation, identity restoration and a \$1 million protection policy.

AAA

AAA has over 52 million members in North America. As a result, you'll have access to unparalleled AAA member benefits including roadside assistance, travel arrangements and discounts, automotive service and insurance. Choose from classic, plus or premier membership through our corporate program.



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