

FORT&RRA

FOR THE PEOPLE. FOR THE LAND. FOREVER.

Summary of Benefits Effective January 1, 2016 – December 31, 2016

PAID TIME OFF

Forterra combines sick and vacation time into Paid Time Off (PTO). Regular, full-time employees (FTE) accrue 160 hours of PTO (13.33 hours per month) per year. Regular, full-time employees who have worked for Forterra for more than 5 years accrue PTO at a higher rate. Regular, part-time employees accrue PTO at a rate prorated to their FTE status. Temporary employees accrue PTO at one hour per every 40 hours worked, per Seattle's Paid Sick and Safe Leave Ordinance.

Regular Forterra employees also get the following paid holidays:

- New Year's Day (January 1st)
- Martin Luther King, Jr.'s birthday (3rd Monday in January)
- President's Day (3rd Monday in February)
- Memorial Day (last Monday in May)
- Independence Day (July 4th)
- Labor Day (1st Monday in September)
- Thanksgiving Day (4th Thursday in November)
- The day after Thanksgiving (4th Friday in November)
- Christmas (December 25th)
- Christmas Eve (December 24th) or Boxing Day (December 26th)

MEDICAL INSURANCE

- Insurance Provider: Regence Blue Shield
- Network: Regence Preferred PPO Network
- Plans available:
 - ✓ Silver HSA \$4000 deductible plan
 - ✓ Gold \$1500 deductible plan
 - ✓ Platinum \$500 deductible plan
- Employee portion of the medical premium is deducted pre-tax, and is determined by plan option and job classification.
- Dependent coverage is available at employee expense.

DENTAL INSURANCE

- Insurance Provider: Regence Blue Shield Expressions Dental
- Network: Regence Dental Network
- Employee portion of the medical premium is deducted pre-tax. Monthly contribution is based on job classification.

- Dependent coverage is available at employee expense.

VISION INSURANCE AND REIMBURSEMENT

(for employees who waive medical coverage)

- Reimbursement for optical hardware up to \$100 every 24 months.

LIFE INSURANCE and AD&D

- \$50,000 Life and Accidental Death & Dismemberment insurance.
- Forterra pays full premium.

SHORT TERM DISABILITY

- Benefit pays 60% of pre-disability salary, subject to policy cap.
- 14 day elimination period, 11 week maximum coverage.
- Forterra pays full premium.

LONG TERM DISABILITY

- Benefit pays 60% of pre-disability salary, \$4,000 monthly policy cap.
- 90 day elimination period, 24 month maximum coverage.
- Forterra pays full premium.

MISCELLANEOUS BENEFITS

- 401K program with employer match up to 4% of annual salary.
- Section 125 Flexible Spending Account for dependent care and/or unreimbursed health expenses.
- Subsidized transportation pass offered – ORCA Passport with Home Free Guarantee, monthly cost of \$25.
- Employee Assistance Program (EAP) through Wellspring Family Services at no cost to employees.
- COBRA Benefits – 60 day post termination election period

New employees are eligible for benefits on the first day of the month after hire, with the exception of the retirement program. Employees are eligible to participate in the retirement program after six months of employment. Information contained herein is intended as only a brief summary of the benefits offered at Forterra and is not all-inclusive. Actual benefits are subject to certain contracts and restrictions and may change without notice. Detailed features and limitations are available from the Staff Accountant.