

**HABILITATION ASSISTANCE CORPORATION  
BENEFIT PACKAGE-7/1/06**

Full – Time Employment (1,950 hours per year or 37.5 hours per week)

| BENEFIT                                 | DESCRIPTION  | ELIGIBILITY   |
|---|--|---|
| Cafeteria Plan:                         | The company contributes the following per year to off-set the cost of benefits in the cafeteria plan:<br><br>\$4,944 – Single<br>\$13,152 - Family |   |
|   | <i>Health Insurance</i>  | Full-Time   |
|   | Blue Cross/Blue Shield HMOs  | After completion of 3 month benefit waiting period                                      |
|   | <i>Dental Insurance</i>  | Full-Time   |
|   | Delta Premier Plan   | After completion of 3 month benefit waiting period                                      |
|   | <i>Dependant Care Assistance Program</i>   | Full-Time   |
|   | Use of pre-tax dollars for day care services for dependants  | After completion of 3 month benefit waiting period                                      |
|   | <i>Health Care Reimbursement Account</i>   | Full-Time   |
|   | Use of pre-tax dollars for unreimbursed medical expenses   | After completion of 3 month benefit waiting period                                      |
|   | <i>Opt-Out Credits</i>   | Full-Time   |
|   | \$200 per month paid to employees who meets criteria to opt-out of health insurance (proof of other health insurance)                              | After completion of 3 month benefit waiting period                                      |
|   |  |   |
| <b>OTHER BENEFITS</b>                   |  |   |
| Life Insurance and Long Term-Disability | 2x annual salary-no cost to employee   | Full-Time<br>After one year of employment   |
| 401(k) Plan                             | Employee contribution, Match and Profit Share  | 1,000 hours of service and one year of employment<br><br>(Entry dates: Jan. 1 & July 1) |
| Tuition Reimbursement                   | \$1,500 per year   | Full-Time   |
|   | \$750 per year   | Part-Time   |
|   |  |   |
| <b>TIME OFF BENEFITS</b>                |  |   |

|                                  |  |  |
|----------------------------------|--|--|
| <b>Vacation Time</b>             | 3 weeks vacation per year/one week after six months, balance on anniversary date<br><br>1 -2 Years – 120 hours<br>3 – 4 Years – 160 hours<br>5 Years – 168 hours<br>6 Years – 176 hours<br>7 Years – 184 hours<br>8 Years – 192 hours<br>9 + Years – 200 hours | <b>Full –Time</b><br><br><b>Part–Time</b><br>Prorated based on scheduled hours   |
| <b>Personal Time</b>             | 4 days per year  | <b>Non-Exempt</b>  |
|                                  | 3 days per year  | <b>Exempt</b>  |
|                                  | 2 days per year  | <b>Part-Time</b>   |
| <b>Sick Time</b>                 | Earn one day per month if criteria met (no time without pay)   | <b>Full-Time</b><br><br>After completion of 3 month benefit waiting period would be awarded time accrued during first 3 months |
|                                  | Earn ½ day per month   | <b>Part-Time</b><br>After completion of 3 month benefit waiting period would be awarded time accrued during first 3 months     |
| <b>Holidays</b>                  | 10 paid holidays per year  | <b>Full and Part-Time</b><br>After completion of 3 month benefit waiting period  |
|                                  |  |  |
| <b>ADDITIONAL BENEFITS</b>       |  |  |
| <b>Direct Deposit</b>            | Full-service direct deposit  | All employees upon hire  |
| <b>Travel Reimbursement</b>      | 28 cents per mile for travel reimbursement   | All employees upon hire  |
| <b>Personal Insurance</b>        | 3% discount on auto insurance, 105 multi-policy discounts through Safety Insurance   | All employees after completion of 3 month benefit waiting period   |
| <b>Finders Fee</b>               | \$1,000 for referral of full-time licensed/certified professional  | All employees  |
| <b>Sign-On Bonus</b>             | \$1,000 for licensed/certified professional  | All employees  |
| <b>Employee Referral Program</b> | \$500 for referral of full-time staff (prorated for part-time staff)   | All employees  |
| <b>Insurance Day</b>             | One inclement weather day given each year for program closure  | Full and Part-Time employees   |
| <b>Committee Incentive</b>       | Incentive rewards to committee members   | Full and Part-Time employees   |