

**Pinnacle Climate Technologies Corp**  
**Standard Benefits Package Summary for Full-Time Employees\***

<b>Medical Insurance</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date</li> <li>• Preferred One: Choice of two plans: (see reverse for rates)</li> <li>• \$5,000 Deductible with \$60/month Employer contribution to HSA</li> <li>• \$3,500 Deductible with \$60/month Employer contribution to HSA</li> </ul>
<b>Dental Insurance</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date (see reverse for rates)</li> <li>• Principal with \$250 Rollover</li> </ul>
<b>Voluntary Vision</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date (see reverse for rates)</li> <li>• Preferred One: Includes Eye Exam, Lenses, Contact Lenses and Frames benefit</li> </ul>
<b>FSA/HSA</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date</li> <li>• Further is the HSA provider, Alerus is the FSA provider</li> <li>• Elective pre-tax deferrals</li> </ul>
<b>Life Insurance</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date</li> <li>• Principal – 100% Employer Paid</li> <li>• One times annual earnings up to \$50,000 in Basic Life and Accidental Death &amp; Dismemberment (AD&amp;D)</li> <li>• Additional coverage can be purchased on a voluntary basis</li> </ul>
<b>Short Term Disability</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date</li> <li>• Principal Insurance Company – 100% Employer Paid</li> <li>• Elimination period: 7 days injury/ 7 days illness</li> <li>• 60% of weekly earnings to a maximum of \$2,500 per week, up to 12 Weeks</li> </ul>
<b>Long Term Disability</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date</li> <li>• Principal Insurance Company – 100% Employer Paid</li> <li>• Elimination period: 90 days</li> <li>• 60% of monthly earnings to a maximum of \$12,000 per month</li> </ul>
<b>401K Retirement Plan</b>	<ul style="list-style-type: none"> <li>• Eligible 1<sup>st</sup> of the month following 30 days from employment start date</li> <li>• John Hancock 401K – Safe Harbor Plan – Guaranteed Company Match</li> <li>• Company Match of \$1.00 for \$1.00 on the first 3% Deferral, \$0.50 for \$1 on the next 2% Deferral</li> <li>• Maximum 4% Match for a 5% Deferral</li> </ul>
<b>Holidays</b>	<ul style="list-style-type: none"> <li>• 8 paid holidays per year</li> </ul>
<b>Paid Time Off</b>	<ul style="list-style-type: none"> <li>• Up to One Year: 10 days Earn 3.08 hours per pay period</li> <li>• After 1<sup>st</sup> Year: 15 days Earn 4.61 hours per pay period</li> <li>• After 5<sup>th</sup> Year: 20 days Earn 6.15 hours per pay period</li> <li>• After 15 Years: 25 days Earn 7.69 hours per pay period</li> <li>• See Pinnacle PTO Policy for further details.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Pre-approval by management required; decisions on a case-by-case basis</li> <li>• Pinnacle may pay for post-secondary classes which mutually benefit employee and Pinnacle upon successful class completion with a grade of 3.0/4.0 (or equivalent) or higher</li> </ul>