



EMPLOYEE BENEFITS

BENEFIT PLAN	WHO PARTICIPATES	WHO PAYS	ELIGIBILITY	WHAT YOU RECEIVE												
Medical Insurance (CHP)	Employees in regular positions which are 60% FTE or greater.	Apalachee & Employee	First of month after 60 days of employment	Comprehensive health coverage for employee and dependents who qualify.												
Dental Insurance (ASSURANT)	Employees in regular positions which are 60% FTE or greater.	Apalachee & Employee	First of month after 90 days of employment	Dental coverage for employee and dependents who qualify.												
Life Insurance (ASSURANT)	Employees in regular positions which are 75% FTE or greater	Apalachee Center	First of month after 90 days of employment	Term life insurance will be provided at an amount equal to the employee's annual salary or a maximum of \$250,000.00.												
Long-Term Disability Insurance (ASSURANT)	Employees in regular positions which are 75% FTE or greater	Apalachee Center	First of month after 90 days of employment	This insurance will pay 60% of your basic monthly earnings up to \$5,000 per month in case of a disability.												
Short-Term Disability Insurance, Cancer Insurance, Accident Insurance (ASSURANT)	Employees in regular positions which are 75% FTE or greater	Employee	First of month after 90 days of employment	This insurance is 100% voluntary.												
Profit Sharing Plan	Employees who have met the eligibility requirements and occupy regular status positions	Apalachee Center	After one year of service to include 1,000 hours worked and attained age 18	<p>The employer may contribute a percentage of the participant's W-2 wages on a discretionary basis. Vesting is based upon completed years of service as follows:</p> <table border="1"> <thead> <tr> <th><u>Years of Service</u></th> <th><u>Vested</u></th> </tr> </thead> <tbody> <tr> <td>2</td> <td>20%</td> </tr> <tr> <td>3</td> <td>40%</td> </tr> <tr> <td>4</td> <td>60%</td> </tr> <tr> <td>5</td> <td>80%</td> </tr> <tr> <td>6</td> <td>100%</td> </tr> </tbody> </table>	<u>Years of Service</u>	<u>Vested</u>	2	20%	3	40%	4	60%	5	80%	6	100%
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Life & AD&D Insurance (ASSURANT)	Employees in regular positions which are 75% FTE or greater	Employee	First of month after 90 days of employment	Life and AD&D insurance available for employees and their eligible dependents.												
403(b)(7) Custodial Accounts (Equitable) (Vanguard)	Employees in regular positions	Employee	Upon employment	Available from insurance/investment companies authorized by Apalachee and are eligible for payroll deduction.												



EMPLOYEE BENEFITS (cont.)

BENEFIT PLAN	WHO PARTICIPATES	WHO PAYS	ELIGIBILITY	WHAT YOU RECEIVE
Flexible Spending Account (FSA) (Murfee Meadows) FTE or greater	Employees in regular positions which are 50% FTE or greater	Apalachee Center	First day of month after 1 year of employment	
Paid Leave Days	Employees in regular positions which are 50% FTE or greater	Apalachee Center	After 90 days of employment	Paid Leave Days may be used at the discretion of the employee upon supervisory approval. The amount of leave credited to an employee is based upon FTE and the length of continuous & creditable service.
COBRA Insurance	Employees covered under the Apalachee group health and/or dental plans	Employee	Upon employee termination or a change in status causing ineligibility for insurance benefits	Option to continue current medical and/or dental insurance(s) in certain situations where coverage would otherwise be lost.
In-Service Education and Training	All employees	Apalachee Center	Upon employment	Employees are encouraged to utilize the various in-service and continuing education resources within Apalachee Center, Inc.
Financial Assistance for Continuing Education	Employees who occupy regular full-time positions	Apalachee	After one year of employment and attained regular status	Financial assistance to attend college or training for the purpose of upgrading skills that are clearly beneficial to Apalachee Center, Inc.
Social Security	All employees	Apalachee & Employee	Upon employment	Employment at Apalachee Center is covered by the Social Security Act.
Employee Health	All employees	Apalachee Center	Upon employment	Flu shots and hepatitis vaccinations.
Vendor Discounts	All employees	N/A	Upon employment	Discounts and/or coupons for an array of services and theme parks throughout FL & GA.

FOR DETAILED INFORMATION CONCERNING BENEFITS CONTACT HUMAN RESOURCES.