

Employee Benefits Summary

Nott Company offer employees an array of benefits to provide for their needs both today and into the future. Unless otherwise indicated, benefits are available to the first of the month following 30 days of employment.



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INSURANCE:

- » Health insurance is administered by BlueCross BlueShield of Minnesota. It provides comprehensive coverage with a low deductible.
- » Dental insurance is administered by Delta Dental of Minnesota. It provides up to \$1,000 of coverage per year including 100% coverage for diagnostic and preventive services with no deductible.
- » Life insurance is provided at no cost to employees.
- » Short term and long term disability is provided at no cost to employees. Employees are eligible after a 6-month waiting period. Maximum benefit of \$5,000 per month.

RETIREMENT

» 401(K) Plan

- Available through Principal
- Several investment funds to choose from
- Easy access to financial planning tools & retirement information
- Employee contributions vest immediately

» Employee Stock Ownership Plan (ESOP)

- Nott Company is 100% employee-owned
- Become a participant in the ESOP on your hire date
- Nott Company makes a contribution of Nott Co. stock to eligible participants each year
- Contributions are fully vested after 6 years

ADDITIONAL BENEFITS

» Personal Time Off (PTO)

- Time off is accrued each pay period
- May be used for any purpose

» Paid Holidays

- Nine paid holidays
- One floating holiday

» Flexible Spending Accounts

- Medical reimbursement max of \$2,400/yr
- Childcare reimbursement max of \$5,000/yr

» Tuition Reimbursement

- Up to \$3,000/yr in tuition and books
- Eligible after 3 months of employment

» Health Club Reimbursement

- Up to \$300/yr for health club membership dues
- Eligible after 3 months of employment