



Summary of Benefits

May 2011

Capital Industries offers a comprehensive benefit package for all Production employees. The following summarize those benefits:

- Capital Industries provides - through the Allied Metal Crafts Security Plan Trust Fund – a **health insurance** package to include medical, dental, vision, life, and short-term disability coverage. Capital pays 85% of the premium charged and the employee pays the remaining 15%.
- Capital employees currently enjoy the following paid **holidays**: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day and Christmas Day. Employees are eligible for holiday pay after 90 calendar days of employment. In addition, any employee with perfect attendance during the preceding anniversary year will receive an extra **floating holiday**.
- All Capital Industries employees participate in a **profit sharing program** with quarterly distributions. The program has been in place since 1991, and although no company can guarantee profits, distributions are allocated when profit is earned.
- After one year of employment employees are credited with retroactive service time and begin receiving **vacation**. The vacation year runs from employment anniversary date of one year to anniversary date of the next year. Vacation is earned as follows: 5 days of vacation after one year of service, 7 days after two years, 10 days after three years, and 15 days of vacation after twelve years of service.
- Capital Industries provides assistance to employees with personal problems through our **employee assistance program**. Our provider, Fully Effective Employees, is staffed with professionals trained to assist people with a variety of problems from marital conflict, child-rearing, substance abuse, depression, to legal and financial problems. All employees are eligible to use this confidential service after 30 days of employment.
- After the first year of employment, the company contributes to two **retirement programs**:
 - **Western Metal Pension Fund**. Currently, contributions range from 55 cents to 65 cents per hour, depending on one's classification, for each compensable hour worked.
 - **Northwest Sheet Metal Workers 401(k) Plan**. The company pays from 25 cents to 45 cents per hour, depending on one's classification, for each hour worked. For employee contributions, Capital will add up to an additional 30 cent matching contribution.
- Additional benefits include weekly pay, free parking, summer and winter company luncheons and an employee referral bonus program.