

Summary of the Total Rewards Program

A part of our vision at Point Eight Power is to be recognized as an employer of choice in our community. In 2013, we succeeded in achieving this when New Orleans City Business honored us as one of the Top 50 Best Places to work in New Orleans! Now we strive to continue to be recognized as a Best Place to Work in the years ahead. In living our vision, our organization’s value proposition to our employees is to provide a comprehensive Total Rewards Program. Below you will find a summary of our key rewards of this Total Rewards Program which provides a wide array of insurance options and other health and wellness, time-off, work-life, and voluntary benefits that contribute to the well-being and happiness of our employees and their families.

Benefits

Health & Welfare

Note: All insurance benefits must be completed online *within 30 days* of being hired. A formal notice from our Human Resources Department will notify you when your account has been set up and ready for you to enroll.

Life Insurance

Point Eight Power offers two life insurance plans through *Metlife*.

- *Basic Life Insurance* is covered by Point Eight Power, and is *free* for the employee. It includes accidental death. Coverage is based on a formula which takes into account employee earnings, length of service, and hourly/salary status. You have the option to designate more than one beneficiary by stating the percentages that each beneficiary should receive. Insurance takes effect 30-days after start date.
- *Supplemental Voluntary Life Insurance* is optional, and is available for employees to purchase. Price ranges per month are dependent on age, health, and the amount of coverage you have selected. The cost of this coverage is paid through payroll deductions. The employee, spouse, and children can be included on this plan. Insurance takes effect on the 1st of the month, after 30-days of employment.

Medical Plans

Point Eight Power offers three medical insurance programs through *Blue Cross Blue Shield of Louisiana*

- Insurances go into effect after 30-days after benefit election.
- All costs will deducted by payroll per pay period; the cost of each plan are as follows:

Employee Bi-Weekly Contributions			
1 to 5 Years of Service	Enhanced Plan Option	Mid-Plan Option	Core Plan Option
Employee Only	\$71.97	\$51.12	\$0.00
Employee + 1	\$200.00	\$162.54	\$123.84
Family	\$300.00	\$252.18	\$202.33
5 to 10 Years of Service	Enhanced Plan Option	Mid-Plan Option	Core Plan Option
Employee Only	\$71.97	\$51.12	\$0.00
Employee + 1	\$185.00	\$150.00	\$113.72
Family	\$250.00	\$220.00	\$175.00
10+ Years of Service	Enhanced Plan Option	Mid-Plan Option	Core Plan Option
Employee Only	\$71.97	\$51.12	\$0.00
Employee + 1	\$145.00	\$122.54	\$103.00
Family	\$200.00	\$175.00	\$140.00

- *Health Savings Account (HSA)* is a separate savings account offered to individuals that elect the High Deductible Insurance Plan (Core Plan) to be used to pay any form of medical expenses. This money is deducted by payroll before taxes. The employee determines how much to deduct per pay check, but cannot exceed the maximum amount for an individual (\$3,250) or family (\$6450). If you are 55 or older, there is an additional \$1,000 “catch up” contribution. This account is set up as a checking account, in which employees enrolled in this account will be able to receive checks or a debit card.

Blue Cross Blue Shield of Louisiana - Effective January 1, 2013						
PLAN PROVISIONS	CORE		MID		ENHANCED	
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Type of Plan	HSA Compatible - Aggregate Deductible		PPO		PPO	
Lifetime Maximum	Unlimited		Unlimited		Unlimited	
Coinsurance Percentage	100%	80%	80%	60%	80%	60%
Deductible	\$2,000/\$4,000		\$1,000/\$3,000	\$3,000/No Limit	\$500/\$1,500	\$1,500/\$4,500
Out Of Pocket Limit	\$4,000/\$8,000		\$3,000/\$6,000	\$6,000/\$12,000	\$1,500/\$3,000	\$4,000/\$8,000
	Includes deductible		Excludes Deductible		Excludes Deductible	
Physician Services						
Preventive and Wellness Visits	100%	Deductible, then 20%	100%	Deductible, then 40%	100%	Deductible, then 40%
Office Visit Copayment - PCP	Subject to Deductible	Deductible, then 20%	\$30 Copay	Deductible, then 40%	\$25 Copay	Deductible, then 40%
Specialist Copayment	Subject to Deductible	Deductible, then 20%	\$30 Copay	Deductible, then 40%	\$25 Copay	Deductible, then 40%
Diagnostic X-Ray & Lab	Subject to Deductible	Deductible, then 20%	Deductible, then 20%	Deductible, then 40%	100%	Deductible, then 40%
Inpatient & Outpatient Services						
Hospital Confinement Deductible	Subject to Deductible	Deductible, then 20%	Deductible, then 20%	Deductible, then 40%	Deductible, then 20%	Deductible, then 40%
Professional Fees	Subject to Deductible	Deductible, then 20%	Deductible, then 20%	Deductible, then 40%	Deductible, then 20%	Deductible, then 40%
Outpatient Surgery	Subject to Deductible	Deductible, then 20%	Deductible, then 20%	Deductible, then 40%	Deductible, then 20%	Deductible, then 40%
Professional Fees	Subject to Deductible	Deductible, then 20%	Deductible, then 20%	Deductible, then 40%	Deductible, then 20%	Deductible, then 40%
Emergency Room	Subject to Deductible	Deductible, then 20%	Deductible, then 20%	Deductible, then 40%	Deductible, then 20%	Deductible, then 40%
Prescription Drugs						
Generic	Subject to Deductible		\$8 Copay		\$8 Copay	
Brand (No generic available)	Subject to Deductible		Greater of \$50 Copay, or 20%		Greater of \$35 Copay, or 20%	
Brand (Generic available)	Subject to Deductible		\$30 Copay		\$20 Copay	
Mail Order	Subject to Deductible		\$16 Generic		\$16 Generic	
			\$90 Brand, \$40 Brand with Generic Avail		\$50 Brand, \$30 Brand with Generic Avail	
	Up to 90 Day Supply		Up to 90 Day Supply		Up to 90 Day Supply	

Wellness Benefits

100% covered by PPO (deductible does not apply)

- 1-routine physical exam per member per Benefit Period, including related diagnostic tests performed during the same visit.
- 1-routine pap smear each calendar year
- 1-routine mammogram exam every 12-months or as recommended by the member's physician
- 1-routine gynecological exam each calendar year
- 1-prostate screening test each calendar year
- 1-hemoccult (colon) test each calendar year
- Routine Pediatric exams for covered dependent children.
- Immunizations as recommended by the member's physician.

Dental Plan

Point Eight Power offers dental insurance through *Metlife* which covers normal dental services, and covers a percentage of orthodontia services. This plan also includes a discounted vision plan that comes with anyone covered by Metlife Dental. *The entire cost of the employees coverage is paid for by the company*, however, the employee may choose to add coverage to his/her dependents for \$17.21 per pay period, and is deducted by payroll. Coverage goes into effect after 30-days of employment. Dental wellness includes 2 free cleanings per year for each covered individual.

Disability Insurance

Point Eight Power offers two disability programs through *Metlife*.

- *Accident and Sickness Coverage* (Short-Term Disability) for hourly paid employees.
- *Long-Term Disability Coverage* for salaried employees.

Both provide income to employees when non-work related illnesses or injuries prevent them from working and are based on their earnings at the time of their disability. This includes maternity leave as well. The Company pays the entire cost of this coverage for the employee. Coverage goes into effect after 30-days of employment.

Vision Plans

Point Eight Power offers two vision plans.

- *A Company-Paid Discounted Vision Plan* that comes with anyone covered by *Metlife Dental*.
- *A Supplemental Employee-Paid Vision Plan* that is voluntary, and covered by *Spectera*, a division of *United Health*. If you go to a participating provider, you can get a vision exam for \$10 and glasses for \$25. Contact lens and laser vision correction is included. Cost is only \$6.81 per month for a single employee and \$18.52 for family coverage per month. Coverage goes into effect the first of the month, after 30-days of employment.

Retirement

401(k) Plan

Point Eight Power allows employees to defer a % of their income with the company matching 75% of the first 5% the employee contributes for eligible employees. New employees will now be allowed to participate from the date of their hire by making un-matched contributions for the first 6-months of employment. Point Eight Power also institutes a passive enrollment provision, which means an employee will automatically participate, unless they choose not to. The plan offers a wide variety of investment options ranging from a conservative Money Market Fund to International Funds and includes "Freedom Funds" which are age-based funds which adjust over time to reflect changes in investment philosophy as the participant matures. Loans and Hardship withdrawals are available. Fund management is handled by *Fidelity Investments* and *Whitney National Bank is the Trustee*.

Pay for Time Not Worked

Vacation

Point Eight Power offers a graduated vacation program to reward employees who have invested their time of service with the company.

- 1-week paid vacation after 90-days of employment,
- 1-week at 1-year anniversary,
- 2-weeks at 2-year anniversary,
- 3-weeks at 5-year anniversary, and
- 4-weeks at 10-year anniversary.

In addition, employees are allowed to carry forward 1-week of vacation from one year to the next.

Paid Holidays

Though paid holidays vary from year-to-year depending on what day certain holidays fall on, Point Eight Power typically observes the following holidays: (1) New Year's Day, (2) Mardi Gras Day, (3) Good Friday, (4) Memorial Day, (5) Independence Day, (6) Labor Day, (7) Thanksgiving Day, (8) Day After Thanksgiving, (9) Christmas Eve, (10) Christmas, and (11) New Year's Eve.

Bereavement Leave

Point Eight Power provides up to 3-day's pay to attend a funeral or service of an immediate family member. Unpaid leave may be taken if additional time is needed or if the deceased is not an immediate family member.

Jury Duty Pay

Point Eight Power will pay the difference between what you receive from Jury Duty, or your pay as a witness, and what you would normally have made if you were at work on that day.

Military Leave Pay

Employees who are also members of the National Guard or Reserve will receive payment for the difference between what is made during the 2-week summer camp training and his or her 40 hour work base pay.

Weather & Disaster-Related Pay

If before the start of the normal work day, Senior Management deems it too unsafe for employees to come to work, or to safely travel to and from work, they may close the facility. In such an instance, Point Eight Power will pay employees for 8 hours pay for the days the company is officially closed (up to two weeks).

Legally Required/Mandated Benefits

Worker's Compensation

This program is paid entirely by Point Eight Power and provides all employees with medical coverage and disability income in the event they are injured in a job-related accident.

Social Security Medicare

Each check, you contribute by way of taxes, 1.45% of your earnings to fund your future Medicare coverage. Point Eight Power matches your contribution \$ for \$. This money is sent to the Federal Government after each pay period.

Social Security Old Age, Survivor and Disability

Each check, you contribute the current government-approved percentage of your earnings to fund the Social Security retirement and disability portions of your benefits received from the Government. Point Eight Power matches every dollar you contribute.

Work-Life

Health and Wellness

Discounted Fitness Club Rates

Point Eight Power offers discounts at two fitness facilities:

- *Anytime Fitness* – where employees receive 50% off enrollment fees, a free 7-day guest pass, and 10% off monthly dues.
- *Manhattan Fitness Club* – where employees receive a discounted initiation fee of \$50, a \$10 ID fee, and a discounted monthly due of \$59.95 per month.

Employee Assistance Plan (EAP)

Sometimes employees need a little extra help when faced with all of life's surprises. Point Eight Power has partnered with *Hidalgo Health Associates* to provide counseling for our employees and their families for their off-the-job problems, including drug or alcohol abuse, marital difficulties, emotional problems, and credit counseling, just to name a few. The EAP provides you and/or your family members with face-to-face assessments with a qualified professional who has your best interests in mind. All interactions are completely confidential and the cost of the EAP is paid Point Eight Power.

Flu Shots

At the start of flu season, Point Eight Power partners with the company's insurance provider, *Blue Cross Blue Shield of Louisiana*, and hosts a flu vaccination day, where employees and their covered dependents can receive free flu shots at Point Eight Power.

Financial Support

Direct Deposit

We require that all Point Eight Power employees have direct deposit. Employees have the ability to split or designate specific amounts of their payroll check to be deposited over multiple accounts (savings, checking, etc.) to help manage their finances. Checks are deposited at 12:01a.m. on payday.

Credit Union

Louisiana Central Credit Union offers its services, such as savings accounts, checking accounts, loans, etc. to our employees who wish to join. Money is deducted from the payroll checks and forwarded to the Credit Union after each paycheck.

Employee Discounts

Verizon Wireless Employee End User Program

Employees can sign up with Verizon Wireless to receive an 18% discount on their monthly access fee and are able to activate future service and obtain equipment at a special rate as a result of being a Point Eight Power Employee. To receive the discount the Verizon account must be in the employee's name.

Microsoft Home Use Program

All Point Eight Power employees are able to get a licensed copy of most Microsoft Office applications to install and use on your home computer for only \$9.00!

Compensation

Variable Pay

Pay for Performance

Each year at Point Eight Power we undertake a process to determine our strategic focus for the upcoming year. We recognize that achieving our vision, strategic goals, and the objectives that support them requires the concentrated effort of everyone at Point Eight Power. Our Pay-for-Performance Bonus Program is designed so that everyone has an opportunity to share in the financial rewards that result from our organization's success. There are four bonus programs, each funded separately. The department and position that an employee works in determines which program he/she is eligible for. Every bonus program requires the achievement of targets on 4 key measures (5 for Senior Leadership positions) that drive the department's and the organization's success.

Referral Bonus

Point Eight Power provides an incentive reward to any current employee in a full-time equivalent (FTE) position who brings new talent to the company by referring applicants who are subsequently selected and successfully employed in a position. Employees will receive \$500 after three months from the new employee hire date and another \$500 after twelve months.

Development & Career Opportunities

Learning Opportunities

Tuition Reimbursement

Education and training are essential for the growth of both Point Eight Power and our employees, so we offer a tuition reimbursement program which will reimburse 75% of tuition and fees for approved college courses where the employee receives a "C" or higher.

Outside Seminars and Conferences

Point Eight Power will pay registration fees and associated charges for attendance at approved conferences/seminars that are related to the employee's current position with Point Eight Power.

Professional Certification

When a professional certification for an employee is directly linked to the job position either currently held or in the future being planned for, then funding of that certification program will receive priority consideration. Up to 100% of the tuition/fees and course materials can be reimbursed. After professional certification has been achieved, any Continuing Education Units (CEU's) required to maintain the certification will receive priority funding.

Microsoft E-learning

All Point Eight Power employees are granted free access to e-learning courses that help keep employees up-to-date with the latest major software releases for all servers, applications, and systems.

Mentoring

New Employee Mentor Program

The New Employee Mentor Program is a 90-day onboarding program that matches current Point Eight Power employees with a new employee. Mentors act as an informational and cultural resource to new employees to help support the new employee's learning and belonging to Point Eight Power's culture, norms, and people. At the end of the 90-day period, mentors receive a \$50 gift card for successfully completing the new employee mentor relationship.