



BENEFITS AT PROGRESSIVE AE

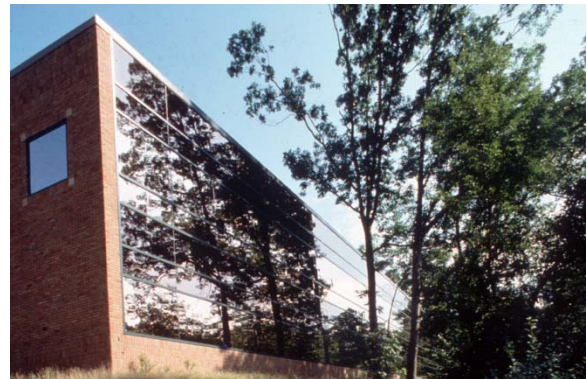
ProgressiveAE

THE EMPLOYEE EXPERIENCE AT PROGRESSIVE AE

OUR TOTAL REWARDS PROGRAM

At Progressive AE, we reward the hard work our employees do with more than just a paycheck. We believe that in addition to salary, we offer a multitude of unique and comprehensive benefits that contribute to making this a great place to work.

Full time employees (employees working 30 or more hours per week) are eligible for most group employee benefits on their first day of hire. Select plans, such as 401(k) and our Employee Stock Purchase Plan, have different eligibility and timing rules.



HEALTH & WELLNESS

Medical Insurance

Progressive AE employees have the opportunity to receive comprehensive health care coverage with **no** share in the premium cost. Coverage also includes prescription, vision and chiropractic care. Employees who elect the company provided medical insurance will also receive an additional \$1,000 per year to be added to their Health Care Reimbursement Account.

Retiree Medical Insurance

Retirees who meet service and age eligibility may purchase group insurance until age 65.

Medical Opt-Out

Employees may opt out of medical insurance if covered under another plan. If you opt out of medical insurance, \$1,000 will be distributed to you in the form of 401(k) contribution, flexible spending account contribution, or cash (subject to applicable taxes).

Reimbursement Accounts

Health Care Reimbursement Account

Each year \$850 is placed in an individual employee account to be used for reimbursement of eligible out-of-pocket dental, medical, prescription, and vision expenses.

Flexible Spending Accounts

Employees may elect to use pre-tax dollars to pay for eligible medical and dependant care expenses.

Healthy by Design

Employees may participate in our on-site wellness program designed to keep employees healthy. This program includes quarterly one-on-one meetings with an on-site Health Coach; a full discount of our health insurance premium for individual achievement of health goals; up to \$400 per year in incentives for exercise; and fitness programs and educational programs throughout the year.

Fitness Center

All employees can work out in our on-site fitness room with aerobic, exercise, strength and conditioning equipment.

Employee Assistance Program

Employees have confidential professional counselors available to meet with them in person to help resolve any challenges and pressing problems, should they occur.

Critical Illness Plan

This voluntary benefit may be purchased for protection for the employee and eligible dependents if diagnosed with a major illness.

Other Health & Wellness

Other benefits include on-site flu shots for a nominal fee; blood drives; a wellness library; and wellness intranet help site.

PAID TIME OFF

Holidays

The following six holidays are paid each year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Vacation

Paid time off for vacation is earned on an accrual basis beginning on the first day of employment. The amount of vacation earned is based on years of service.

| | |
|--------------------------------|---------|
| Hire date - 6 years of service | 2 weeks |
| 7 - 14 years of service | 3 weeks |
| 15 plus years of service | 4 weeks |

Personal hours

Up to 16 hours of paid time is offered for employees to use for personal business in addition to their vacation time.

Disability Leave

Employees earn paid time off while sick or disabled on an accrual basis beginning on the first day of employment. Employees can accrue ten days per year and can accumulate up to 100 days.

Bereavement

Three days of paid time off is available for the loss of an immediate family member.

FINANCIAL

Disability Protection

Long Term Disability

Coverage equal to 60% of base salary is provided after 90 days of disability.

Voluntary LTD

Employees may purchase an additional 15% (+25% for catastrophic events) of income replacement if disabled.

Insurance

Life

Standard group life insurance equal to \$50,000

Accidental Death and Dismemberment

AD&D Insurance equal to \$50,000

Voluntary Life and AD&D

Additional insurance is available for purchase for the employee and eligible dependents.

Retirement

401(k)

New employees who are at least 21 years of age are eligible to participate, starting the first of each fiscal quarter.

Profit sharing

Upon completion of 1,000 hours of service, profit-sharing distributions are deposited in 401(k) accounts.

Investment

Employee Stock Option Plan

Upon completion of 1,000 hours of service, employees who are at least 21 years of age receive year end contributions to their ESOP accounts.

Investment Opportunities

Opportunities to invest in limited partnerships may be available to employees periodically.

WORK-LIFE & CAREER

Fun!

Our C.R.E.W. (Community Relationships Environment Wellness) team organizes activities and events for employees and their families to enjoy! These include indoor miniature golf, March Madness basketball, talent and art shows, family picnics, bike trips, golf outings, shopping excursions, tailgaters, Oktoberfest, Trick or Treat employee costume and office decorating, holiday craft bazaar, holiday parties, and more.

BOS Committees

Employees are our greatest asset and shape the culture of Progressive AE. Employees seeking to be more active in Progressive AE are welcome to join any of our Board of Shareholders (BOS) Committees: focused on such topics as Learning, Wellness, Communication, Fun, Philanthropy, and Sustainability.

Progressive AE University

Lifelong learning is important at Progressive AE. Classes and support are provided at no additional cost to the employee for professional and technical learning throughout the year.

AWARDS & SERVICES

Year End Bonus

Employees are eligible for a year-end cash bonus depending on profits and individual contribution to the success of the company.

Service Awards

Employees receive service gifts and cash awards for longevity in the company.

Direct Deposit

Electronic deposit is available to most financial institutions.

Concierge Services

Employees may take care of their dry cleaning needs at work for no additional charge. Our partnership with a local dry cleaning business picks up and delivers dry cleaning twice a week, every week.

Tuition Reimbursement

Employees may be reimbursed for 80% of the cost of tuition, up to \$2,500 annually, for approved education course and at least a 2.0 grade point.

Professional Registration and Memberships

Progressive AE will pay for the cost of examinations and annual fees necessary to maintain professional registration. Progressive AE will also pay membership dues for up to two professional societies.

Equipment Assistance

Employees may receive an interest free loan to purchase computer equipment up to \$3,000.

Employee Discounts and Perks

Employees may benefit from discounts made available by various suppliers and local providers.

Credit Union

Checking and savings accounts, loans, and various other services are available through a local credit union.

Recognition Bonus

Gift cards for company awards, contributions and contests are shared throughout the year with employees.