

## **U.S. Benefit Summary**

Medical – 4 medical plans including 3 PPO plans and 1 HMO

Dental – 2 dental plans

Vision – 1 vision plan

Flexible spending accounts- Health and Dependent FSA (pre-taxed to pay for out of pocket expenses)

401(k) –Safe Harbor retirement plan

### **Company Paid Benefits:**

Long term disability

Short term disability

Basic Life/AD&D

Voluntary Employee life/AD&D

Dependent Spouse/Child Life/AD&D

Employee Assistance Program

## **Canadian Benefit Summary**

Medical – 1 medical plan which is PPO Health Savings Account

Dental – 1 dental plan

Retirement (pension plan) –3 types of plans: DCPP, RRSP, and NREG

### **Company Paid Benefits:**

Long term disability

Basic Life/AD&D

Dependent Spouse/Child Life

Employee Assistance Program

## **Mexico Benefit Summary**

Medical – 1 medical deductible plan through NB Coatings and IMSS through Mexican Gov't

Dental – 1 dental plan

Retirement Pension Plan-Defined Benefit Pension

### **Company Paid Benefits:**

Long term disability

Short term disability

Basic Life/AD&D