

Monthly Bonus Program

- In months when the company earns a profit, One Earth Energy will pay all full-time employees a monthly bonus based on meeting certain production, safety, and labor criteria. Additionally, in months when we earn over \$2 million as a company, a portion of the profits over \$2 million will be added to the bonus pool.

Medical Insurance

- One Earth Energy provides medical insurance coverage to all full-time employees.
- There are six different plans to choose from. Four are high deductible plans that involve signing up for a health savings account. The company will make a deposit (currently \$1500) into each employee's health savings account once per year in January to help offset the higher upfront costs on this plan. The other 2 are a more traditional PPO plan. There is no annual company contribution with this plan. All plans are administered by Blue Cross Blue Shield of Illinois.
- The company will pay 75% of the premium for a single employee and 50% of the additional cost to add dependents if the employee chooses for each of the plans described above.
- The remaining monthly premium will be the responsibility of the employee and will be deducted out of the employee's paycheck on a pre-tax basis.

Disability Insurance

- One Earth Energy provides long-term disability insurance for all employees.
- This coverage pays 60% of an employee's monthly earnings to a maximum benefit of \$6,000 per month after a 90-day waiting period.

Dental Insurance

- One Earth Energy provides the opportunity to purchase dental insurance through Blue Cross Blue Shield of Illinois for all full-time employees.
- There is no company contribution for these premiums, but the premiums are payroll deducted so you do not have to send payment to Blue Cross.

Aflac Insurance

- One Earth Energy provides employees with the opportunity to purchase additional insurance coverage from Aflac.
- The company does not pay any portion of the premium for these plans, but the premiums can be deducted from the employee's paycheck.

401K Plan

- One Earth Energy provides a 401K plan for all full-time employees who have been employed for 6 months.
- All employees will be auto enrolled in the plan, contributing 3% of their gross wages per payroll to the plan. This percentage can be increased or decreased upon employee request.
- At the end of each calendar year, One Earth will contribute an annual profit-sharing bonus of \$1,000 to each employee's 401K plan.

Paid Time Off

- One Earth Energy provides paid time off for all full-time employees who have been employed for 30 days.
- Paid time off is accrued for each hour spent working at the following rates.

Year 1	.025 hours per hour worked
Years 2-5	.06 hours per hour worked
Year 6 and beyond	.08 hours per hour worked

Life Insurance

- One Earth Energy provides a \$50,000 term life insurance policy for all full-time employees who have been employed for 30 days.
- This policy is transferable if you are to leave employment for any reason.