



A.L.P.

LIGHTING COMPONENTS, INC.

WORLD HEADQUARTERS: CHICAGO, IL U.S.A.

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SUMMARY OF BENEFITS

Employee must work 30 days before receiving holidays:

HOLIDAYS

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- 2 Floaters (after 30 days)
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Effective the 1st of the month following two full months of employment:

HEALTH and DENTAL INSURANCE

LIFE INSURANCE

DEPENDENT LIFE INSURANCE

SHORT AND LONG TERM DISABILITY INSURANCE

FLEXIBLE SPENDING ACCOUNT (FSA)

After 90 Days:

401 (K) PLAN

After One Year of Employment:

VACATION - Years of Employment	Days per Year
1 – 4	10
5 – 9	15
10 +	20

SICK TIME – 5 Days per year

TUITION REIMBURSEMENT