

ARTICLE XVII

BENEFITS

Health Care

Design -

HMO and PPO Options
4 Tiers (Employee Only, EE+children, EE+Spouse, Family)

Employee Contribution -

<u>HMO</u>	<u>PPO *</u>	
0	\$0	single
0	\$0	EE+Children
0	\$0	EE +Spouse
0	\$0	Family

Annual Deductible -

\$500 Single/\$1,000 2 or more
\$1000/Single \$2000/ 2 or more for PPO out of Network
\$300/600 HRA credit
\$300 incentive for electing the HMO

Out of Pocket Max -
(Deductibles/Co-Insurance)

\$1,000 Single/\$ 2,000 Family
\$2000/single \$4000/2 or more PPO out of network

Total Out of Pocket Max -

\$6850 single/ \$13,700 Family

Co-Insurance -

80% company/20% Employee
60% company/40% Employee PPO out of network

Co-Pays -

<u>HMO</u>	<u>PPO</u>
\$20 PCP visit	\$30
\$40 Specialist visit	\$50
\$25 Urgent Care	\$30
\$100 ER visit	\$100

Rx Plan Co-Pays -

<u>HMO</u>	<u>PPO</u>	
\$10	\$15	Generic(required if available)
\$25	\$40	Brand
\$35	\$60	Non-formulary Brand
\$75	\$100	Specialty

Mail order = 2X 30 day co-pay for 90 day supply

Other -

Employees married to another Nexteer employee must be covered under one plan (spouse or family)
Dependent changes require a life event
Dependent coverage ends at end of month age limit is reached
Domestic Partners no longer eligible
Health Care Committee

Dental

Leave as is.

Vision

Leave as is.

Life

Design -

Basic Employee Life – Leave as is (Company Paid)

Optional Life Insurance – Leave as is

Eliminate Survivor Income Benefit Insurance (SIBI)

Eligibility-

After 90 days of employment

401(k)

- Current employees receiving company contributions will continue to receive and those who are covered by the Delphi Benefit Guarantee will receive upon expiration of the Delphi Benefit Guarantee the following: the 5.4% of participant's compensation nonelective contribution, the .50 cents per compensated hour nonelective contribution, and the 30% match up to 7% of compensation matching contribution. No new entrants after all Nexteer employees formerly under the Delphi Benefit Guarantee receive the current company contributions. The parties will jointly review this list of employees and agree on the specific participants/employees who were formerly covered under the Delphi Benefit Guarantee.
- Amend plan to add a 50% match up to 6% of earnings for all current employees not receiving company contributions and newly hired employees moving forward.
- Grandfather current vesting for all existing participants 100%.
- 3 year cliff vesting for all new participants after 1/1/16.
- New hires eligible for company match the first of the month after 12 months of service.
- Employees with less than 1 year of service may contribute but do not receive match.
- Auto enrollment at 1%, employee can opt out.
- No termination, merger, or consolidation of the hourly plan without advanced discussion with the Union.
- Amendments made to the plan from changes agreed to during these negotiations to be reviewed jointly and mutually agreed upon by the Union and the company before amendment of the plan takes place.
- Limit loans to one.
- Grandfather existing loans.
- Following 1/1/16, existing loans must be paid off prior to new loan being processed.
- Participants pay the \$55 per year Wells Fargo fee.

Long Term Disability-

All Nexteer employees currently receiving Long-Term Disability benefits will be grandfathered under the 2010 Collective Bargaining Agreement and continue receiving benefits in accordance with the 2010 Collective Bargaining Agreement.

Benefit Duration for Wage and Medical Benefits

Less than 3 years employment service: No Coverage, Refer to STD Plan.
Greater than 3 years employment service: Lessor of 5 years or until age of 65.

Monthly Payment Amount

60% benefit up to \$2500/Month
Calculation: 40 Hours per week X 52 Weeks = 2080 hours / 12 Months = 173.3 Hours / Month X 60% X Wage Rate

Short Term Disability-

Design

Eligibility same as current

Weekly Payment Amount: 60% Benefit
Calculation: 60% of Hourly Wage Rate X 40 Hours

Duration:
1- 3 years of service: 26 + 13 = 39 Weeks
3- 5 years of service: 52 + 26 = 78 Weeks

In the Unforeseen event of plant closure or termination of CBA during the duration of the agreement, The Company will pay out any remaining Short-Term Disability benefits for any individuals that are beyond the 26 and 52 week benefit as follows:

1 - 3 years of service: Balance of 13 weeks Wage benefit & Cobra Medical payments
3+ Years of service: Balance of 26 weeks Wage benefit & Cobra Medical payments

All other plan design items remain unchanged

Management Sharon Pruitt Date 12/9/15
Union Robert W. McLean Date 12/9/15