

Management's Best and Final Offer  
November 14, 2008

- Ratification Bonus: \$2,000
- GWI: 2008 – 4.5%; 2009 – 3%; 2010 – 3%
- Job Security language added to the contract
- Increased Short Term Disability benefit from \$250/week to \$350/week
- Three year contract
- 10 hour shifts for both facilities
- 32 Holidays over life of contract (list follows)
- Operations specific, goal based incentive program to be jointly developed
- PTO – ability to use in one hour increments AND additional eight hours added to PTO bank and ability to bank up to two years accrual
- Test Technicians join Diagnostic Test Technician classification
- Updated job descriptions
- Rule of 85 window 12/01/08 – 03/31/09 (“Magic 85”)
- Enhanced retirement package – increase from \$60 to \$65 per month per year of service
- New classification – Electro-Mechanical Assembler – added
- Job promotion through canvassing instead of bidding
- In-house recall clarified
- HPWO and New Technology Language added to contract
- Revised automatic increases to \$0.35 per 26 weeks
- Clarified representation language to 4 working committeepersons, over both facilities on first shifts.
- Added safety committeeperson representation to Quorum Drive facility; training will be provided for both safety committeepersons
- Additional medical option offered (Health Savings Account)
- Dedicated call-in line will be established for attendance reporting purposes
- Added “red-lining” language
- Maintain weekly payroll check

	<b>2008</b>		
1	Day Before Thanksgiving	26-Nov	Wednesday
2	Thanksgiving Day	27-Nov	Thursday
3	Christmas Holidays	24-Dec	Wednesday
4		25-Dec	Thursday
5		29-Dec	Monday
6		30-Dec	Tuesday
7	New Year's Eve	31-Dec	Wednesday
	<b>2009</b>		
8	New Year's Day	1-Jan	Thursday
9	Memorial Day	25-May	Monday
10	Independence Day Holiday	6-Jul	Monday
11	Labor Day	7-Sep	Monday
12	Thanksgiving Day Holiday	25-Nov	Wednesday
13	Thanksgiving Day	26-Nov	Thursday
14	Christmas Holidays	23-Dec	Wednesday
15		24-Dec	Thursday
16		28-Dec	Monday
17		29-Dec	Tuesday
18		30-Dec	Wednesday
19	New Year's Eve	31-Dec	Thursday
	<b>2010</b>		
20	Memorial Day	31-May	Monday
21	Independence Day Holiday	5-Jul	Monday
22	Labor Day	6-Sep	Monday
23	Thanksgiving Holiday	24-Nov	Wednesday
24	Thanksgiving Day	25-Nov	Thursday
25	Christmas Holidays	23-Dec	Thursday
26		27-Dec	Monday
27		28-Dec	Tuesday
28		29-Dec	Wednesday
29		30-Dec	Thursday
	<b>2011</b>		
30	Memorial Day	30-May	Monday
31	Independence Day	4-Jul	Monday
32	Labor Day	5-Sep	Monday

## **Health Savings Account**

### HSA – Monthly Premiums

	2009	2010	2011
EE	\$58.50	\$65	\$72
EE +FAM	\$188.50	\$210	\$231

### **Company Funding**

**Employee Only \$500**

**EE + Family \$1,000**

### **Annual Deductible**

#### **In Network Out of Network**

Individual \$1,500 \$3,000

Family \$3,000 \$6,000

### **Out-of-Pocket Maximum**

Individual \$1,500 \$ 6,000

Family \$3,000 \$12,000

\*Government regulations may legislate changes to the plan that are beyond the control of the Company and its representatives

## **Traditional Health Insurance**

“Open Access Point of Service” Monthly Premiums

3 Tier

	<b>Current</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>Employee</b>	95	100	108	116
<b>Employee +1</b>	Not available in 2008	235	254	274
<b>Employee + Family</b>	225	270	292	315

In Network - Deductibles

	<b>Current</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>Employee</b>	0	80	160	250
<b>Employee + Family</b>	0	160	320	500

	<b>Current</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>Office Co-Pays</b>	20	20	25	25

## **Co-Insurance**

	<b>Current</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>In Network</b>	90/10	90/10	85/15	80/20
<b>Out of Network</b>	70/30	70/30	65/35	60/40

## **Opt-Out Option**

Employees who elect to not participate in any health/dental insurance program are eligible to receive a \$1,500 “opt-out” payment by the end of the January following the plan year.

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James I. McAllister

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David B. Faith

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Date

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Date