

At Trans-Lux Corporation, you may find career opportunities that interest you and products that excite you, as well as a unique benefits package! Here is a summary of the more important benefit programs for regular employees. For questions concerning specific benefits and their potential applicability to you, please contact the Human Resources Department.

This summary does not describe in detail the terms and conditions of the programs or the eligibility requirements, and the Company reserves the right to make final decisions as to the interpretation and application of all policies and programs and to change or discontinue them. Benefits may also vary by location, and applicable laws may affect the benefits described below.

### Health Care Programs

We offer a group health care plan designed to provide our employees with comprehensive coverage that will meet their needs. Best of all, Trans-Lux pays 70-90% of the cost, depending on coverage and length of service.

#### Dental:

The Dental Plan covers reasonable and customary charges for preventive services, basic services and major dental services.

### Flexible Spending Accounts

Employees may choose to participate in either of two special tax-free accounts to help reimburse health care expenses not paid by any medical or dental insurance plan, and child or daycare expenses. Medical expenses include: deductibles and co-payments, dental expenses, eye exams, glasses, over-the-counter medications, and other medical expenses.

### Retirement and 401(K) Plans

Our Company-paid Pension Plan is designed to assist eligible employees in securing financial security towards retirement. In addition, we offer a 401(k) Savings Plan with a variety of investment options ranging from the conservative to the aggressive.

### Paid Time Off

#### Vacation and Holidays

Paid vacation time is provided for regular full-time employees based on length of service. Regular part-time employees who work 20 hours or more are also provided with pro-rated vacation time. Depending on your location and vacation time earned, you may be eligible to buy or sell up to 5 days of additional vacation. The Company also provides employees with a generous 12 paid holidays per year.

### Vacation Buy-Sell

Our Vacation Buy-Sell Program has been designed to provide employees with more flexibility when it comes to planning their vacations. Under this program, eligible individuals have the opportunity to adjust their vacation time by requesting to buy or sell up to five additional vacation days for the following year.

### Paid Sick Time

Paid time-off is provided to regular full-time employees for sick leave, up to 10 days per year, based on length of service. Regular part-time employees who work 20 hours or more are also provided with pro-rated sick leave.

### Sick Pay Company Match

Employees are allowed to carry over up to 60 days of unused sick time. Those that carry over and bank a minimum of 20 days up to a maximum of 60 days will be eligible for a Company match equal to half (1/2) the number of days saved. This match is to be used in the event of an employee's serious and/or extended illness or injury.

### Paid Personal Time

Our Personal Time program provides eligible employees with the opportunity to schedule paid time off in order to accommodate personal needs that require time away from the workplace. Personal time of 1-2 days per year is granted to full-time employees. Part-time employees who work 20 or more hours per week are entitled to pro-rated personal time.

### Maternity Leave

We offer six weeks of paid maternity leave to employees who have worked for the company for two or more years commencing with the birth of the child. New fathers may qualify for an unpaid FMLA leave.

### Paid Bereavement/Jury Duty/Military Reserve Duty

All regular full-time and part-time employees will be paid their base salary during Jury Duty, Reserve or National Guard, or Bereavement (Death in Immediate Family).

### Insurance

#### Short-Term Disability Insurance

Trans-Lux employees who regularly work 30 or more hours per week are eligible to participate in our Short-Term Disability Plan. STD coverage will provide participating employees with varying amounts of income protection. An employee may receive up to 50% of their salary with a maximum compensation of \$3,000 per month, in the event of serious and/or extended illness or injury lasting 14 days or longer.

#### Long-Term Disability Insurance

Regular employees may choose to enroll in our long-term disability plan. In the event a non-work incurred accident or illness disables you for an extended period of time, you may receive long-term disability insurance benefits in the amount of 60% of your

monthly salary, up to \$5,000 per month. The Company pays 50% of the premium and the employee pays the other 50%.

#### Life Insurance Programs

Trans-Lux offers a basic and supplemental life insurance program that includes accidental death and dismemberment coverage. Basic Life provides \$25,000 worth of coverage for a small weekly employee contribution. Supplemental Life is provided to salaried employees after completion of 5 years of service, in the amount of 1 times their annual salary. Voluntary Life Insurance is additional insurance offered to employees, spouses and/or children at a discounted rate. Business Travel Accident Insurance is also provided to all regular Trans-Lux employees.

#### Group Auto/Homeowners Insurance

METPAY is a voluntary program available to employees through which they can obtain quality insurance coverage for car, home or other personal property at greatly discounted rates. Insurance premium payments may be made through payroll deduction.

#### Additional Benefits

##### Credit Union Services

As a Trans-Lux employee, you are eligible to join Veridian Credit Union. Veridian is Iowa's largest credit union, as well as being one of the top credit unions in the United States. Some of their services include checking/savings accounts, Christmas clubs, loans, credit cards, long-term care coverage, and legal resources.



##### Tuition Reimbursement

Employees who have been with the company for one or more years may be eligible for partial tuition reimbursement for accredited courses directly related to their work.

##### On-Site Employee Training Courses

Trans-Lux regularly offers onsite and offsite training courses to our employees in such areas as: customer service skills, computer skills, management development training, etc.

##### Employee Recognition Programs

**Bright Stuff Program:** This program recognizes outstanding customer service by rewarding nominated employees who exceed our performance standards.

**Bright Ideas Program:** You can earn some extra money if you submit an idea that will save the Company money, reduce waste, increase productivity or improve service.

**Employee Referral Program:** You can earn up to \$1000 by referring a friend or relative for an open position within the company who is subsequently hired.

**Perfect Attendance Bonus:** Non-exempt employees may be eligible for a perfect attendance bonus of up to \$250 a year.

Service Recognition: Employees are honored and recognized every five years for their time and dedication of service with Trans-Lux Corporation.

#### Wellness Programs

The Company aims to offer preventative health or 'wellness' programs throughout the year such as stress reduction seminars, blood pressure and cholesterol screenings, and flu shots!

#### Company-Sponsored Holiday Party and Employee Pot-Lucks

In appreciation of our employees' dedicated service throughout the year, Trans-Lux often sponsors a year-end Holiday Party and employees join together for Company Pot-Lucks in celebration of special occasions.