

PARTNERSHIP FOR A DRUG-FREE NC, INC.
BENEFITS PACKAGE
FY 2008

Partnership's employees are offered dual option health insurance plans with United Healthcare. Employees who enroll in health insurance coverage also have access to discounts on eye exams, frames, lenses, and laser surgery at participating providers. In the Base Plan (S5U), Partnership's employees pay \$43 per month for coverage. In the Buy-up Plan (S1E), Partnership's employees pay \$114.66 per month. Partnership pays the remainder of the premiums in both plans for employee coverage. If the employee would like to cover his/her spouse or qualified domestic partner and/or children, the employee pays 100% of the cost for the dependent coverage in either plan.

Partnership pays one-half of the employee's dental insurance through United Healthcare, if the employee elects to enroll in the plan. If the employee would like to cover his/her spouse or qualified domestic partner and/or children, the employee pays 100% of the cost for the dependent coverage.

Partnership provides, at no cost to the employee, \$10,000 of Life insurance through United Healthcare.

United Healthcare also offers Supplemental Life insurance; if the employee chooses to enroll, he or she pays 100% of the premium.

Partnership provides, at no cost to the employee, short-term and long-term disability insurance through Unum.

Partnership provides a voluntary/discretionary employer match for employee deferrals to a Tax Deferred Annuity Retirement plan, through Lincoln Life. To be eligible for the employer match, full-time employees must have six full months of continuous service. The match may be made up to a dollar for dollar basis and up to 5% of salary. The match will be made at the end of the Fiscal Year and will be contingent upon availability of funds and the employee being actively at work on June 30 (end of Fiscal Year). Funds deposited into the account by PDFNC are the property of the employee.

Employees who contribute their Fair (or Caring) Share to the United Way receive one extra day of vacation, usually the employee's birthday.

Partnership offers a Cafeteria (125) plan, which includes a Medical Reimbursement Plan for medical/drug and a Dependent Care Reimbursement Plan for out-of-pocket expenses incurred during the year. Employees may invest up to \$3,000 pre-taxed per year in this account.

Partnership also offers AFLAC insurances (e.g. accident, cancer). If the employee chooses to participate, the employee pays 100% of the premium.

Partnership reimburses the employee's essential business travel expenses at a rate the Company sets, which is subject to change.

Partnership awards a longevity benefit on or near the anniversary date to reward full-time, salaried employees who have been employed five years or longer. Beginning at the end of the fifth year of employment, the employee receives \$500. For each additional year worked, \$100 will be added, to a maximum of \$3,000 for 30 years.

Partnership provides \$1 million professional liability insurance for professional staff.

Benefits are subject to change at any time during the fiscal year.

Last Updated 12/07/07