

## General Benefit Information

- **Healthcare Plan:**

CMI offers full time employees a health insurance plan option that provides hospital, medical, vision and prescription benefits for themselves and their qualified dependents.

- **Dental Plan:**

CMI offers a dental plan to full time employees.

- **Retirement Savings Plan (401K):**

CMI offers full time employees the option to save for their future retirement plans. Employer contributions become vested over time and employee contributions are conveniently deducted from you paycheck on a pre-tax basis. There is also a Company Match associated with the plan.

- **Short Term Disability:**

A Short Term Disability Plan is provided to employees. The cost of the Plan is fully paid by the Company.

- **Paid Time Off:**

CMI offers full time employees paid time off based on an employee's number of years of service.

- **Sick Time**

CMI offers full time employees sick time based on an employee's number of years of service.

- **Holidays**

CMI is closed on the following days: New Year's, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving and Christmas Day.

- **Voluntary Group Benefit Plan**

Employees have the opportunity to purchase voluntary benefits at group rates through the convenience of payroll deduction. Voluntary benefits include cancer care coverage, accident, hospitalization and more.

**Note:** The following information is intended to only provide an overview to these benefit plans. Please be advised that CMI reserves the rights to amend, add or terminate benefits plans at its discretion. Notwithstanding any statements contained herein, the benefit plans are exclusively governed by the terms of the benefits plans or contracts and applicable government regulations. If a conflict arises between this information and the benefit plan or contract or government regulations, the latter will prevail.