



HN Automotive, Inc. Benefits Summary for Full-Time Employees

The below list is a summary of benefits for new employees of HN Automotive, Inc. This list is solely for the purpose of comparison and recruitment of new employees. There is a 30-day waiting period for insurance benefits. All benefits have guidelines and restrictions regarding access and use. Specific information on benefits will be supplied upon employment with the Company. The list is not intended as an offer for employment or a contract for any benefits or employment through HNAI.

Vacation:

- 10 Vacation days – 1 to 4 years of employment
- 15 Vacation days – 5 to 10 years of employment
- 20 Vacation days – 10+ years of employment

10 paid holidays per year

Plus all work days from Christmas to New Years (maximum 7 days)

Employee Section 125 Plan/Flex Plan

Blue Cross Blue Shield Medical Insurance
Significant portion of premiums are company paid.

DeltaDental Dental Insurance
Low employee premium.

Company paid life insurance of 1 X Annual salary

Option to purchase additional group life insurance

Company paid Short Term and Long Term Disability Benefits

Quarterly Profit Sharing Program

401(k) Plan with a Company match of 50% up to a maximum of 6%

Education Reimbursement

Shift Premiums for 2nd and 3rd shift.