



# 2014 BENEFITS SUMMARY



## GREAT BENEFITS MAKE THE BEST PLACES TO WORK

Great benefits make Railinc one of the best places to work in the Triangle. From ridiculously low health-insurance premiums to generous vacation and flexible work policies, Railinc's benefits package is second to none. At a time when other companies are reducing benefits programs, we are proud to offer our employees a rich and comprehensive benefits package.

**There's no substitute for doing important work in a great environment.** Full-time employees are eligible for most employee benefits beginning their first day. Our program includes the following benefits, which are aimed at helping you and your family maintain a healthy lifestyle, achieve work/life balance, manage your finances, plan for retirement and live a less-stressful life.

## COMPENSATION & RETIREMENT //

### **401(k) & MATCHING RETIREMENT PROGRAM**

Railinc offers employees a variety of 401(k) investment options through Prudential. Employees are eligible to participate in Railinc's 401(k) plan following 30 days of employment. After one year of service, Railinc matches 50 percent of pre-tax contributions up to 6 percent of salary.

### **RAILINC PENSION PLAN**

Railinc provides employees with a defined-benefit pension plan designed to supplement the railroad retirement annuity and other personal savings to help meet employees' retirement income needs. Railinc funds this supplemental cash-balance plan, which has a three-year vesting schedule.

### **ANNUAL BONUS**

Employees of Railinc are eligible for an annual bonus, which is a goal-sharing program based on the performance of Railinc as a whole.

### **RAILROAD RETIREMENT BENEFIT**

The Railroad Retirement Act provides retirement and disability annuities subject to a five-year vesting schedule. The plan, which is funded by Railinc and its employees, has two tiers; one is in lieu of Social Security, and the other is in addition to Social Security.

In addition, Railinc offers a variety of events and services that benefit employees and their families, including an employee referral bonus of \$1,500, local credit union and banking memberships, and a payroll deductible 529 plan.

## HEALTH & WELLNESS //

### **ON-SITE WORKOUT FACILITY**

Employees enjoy the convenience of the company's on-site workout facility. Amenities include cardio and weight machines, free weights and full locker rooms. Many employees use Cary's beautiful greenways, which connect to the Railinc parking lot and surround Lake Crabtree. Additional on-site wellness benefits include biometric screenings, unlimited visits with a licensed nutritionist and an annual flu shot clinic.

### **RECREATIONAL ACTIVITIES**

Railinc employees participate in a diverse offering of company-sponsored recreational activities, like on-site yoga, running/walking, softball clubs, company picnics, potlucks, concerts and sporting events. Railinc employees also enjoy playing basketball, volleyball and soccer just up the street at North Cary Park.

### **FLEXIBLE WORK ARRANGEMENTS**

Railinc supports work/life balance through flexible scheduling and telecommuting.

### **EMPLOYEE ASSISTANCE PROGRAM**

Railinc offers an employee assistance program to help employees reduce stress, strengthen relationships, increase productivity and improve their overall quality of life. Through Magellan, employees and their dependents have access to online information and confidential consultations with licensed behavioral health professionals.



## BENEFITS //

### MEDICAL COVERAGE

Employees may choose between two medical plans through Blue Cross and Blue Shield of North Carolina. Both the PPO and HSA options are comprehensive plans that offer open access to physicians.

BCBS PPO PLAN HIGHLIGHTS	
Office Visit	\$20 Primary, \$40 Specialist
Preventive Care	Covered at 100%
Chiropractic Care	\$40 Copay (30 visits/yr)
Vision Exam	100% every 12 months
Prescription Drugs	\$10/\$25/\$40/25%*
Urgent Care	\$40 Copay
Emergency Room	\$300 Copay
Deductible	\$250 Individual, \$500 Family
Out of Pocket Maximum	\$1,250 Individual, \$2,500 Family
Inpatient Hospital	90% after deductible
Outpatient Hospital	90% after deductible
Outpatient Diagnostic	100% for Mammograms and Labs performed alone All other covered at 90% after deductible

MONTHLY EMPLOYEE RATES				
Coverage Basis	PPO Rates*	HSA Rates	Dental Rates	Vision Rates
Employee	\$45.57	\$0.00	\$0.00	\$0.00
Employee/Spouse	\$97.40	\$0.00	\$0.00	\$0.00
Employee/Children	\$77.44	\$0.00	\$0.00	\$0.00
Family	\$138.26	\$0.00	\$0.00	\$0.00

\*Rates Subject to Spousal Consent and Wellness Participation

### DENTAL COVERAGE

Dental coverage is provided through MetLife and has a rich annual benefit maximum of \$1750. Employees can choose any dentist, and Railinc covers 100 percent of premiums for employees and their dependents. Orthodontic coverage is also provided for employees and their dependents.

### VISION COVERAGE

Vision coverage is provided at no charge to employees. Employees and their dependents are eligible for free eye exams and credit toward lenses or contacts once a year. Frames are provided every two years.

### FLEXIBLE SPENDING ACCOUNTS

Railinc offers flexible spending accounts to help employees save pre-tax money on medical and dependent care expenses.

## WHAT OUR EMPLOYEES SAY

"I've been at Railinc for nine years. Our company has a unique niche in a very interesting industry. I like the team environment, casual atmosphere and the flexibility we have in how we work. We also have great health benefits. As a working mom, these kinds of things are important to me. The company is young, energetic and open to new ideas, which makes for a fun work environment."

**KRISTI TALLEY**, *director of interline product management*

"Railinc works with high-quality providers to make the administrative side of our health care plan easy to manage. The Railroad Retirement is a great benefit that you don't find at other companies. There is a great sense of team throughout the organization. Everyone I have worked with at Railinc has been more than willing to extend themselves to get things done, and the quality of work is always fantastic."

**MATT COX**, *business analyst*

### ///// FAST FACTS /////

- + Employees pay just over \$100 per month to insure their entire family under the Railinc PPO medical plan.
- + Preventive care is covered at 100 percent. Employees pay nothing for these doctor's visits.
- + Railinc pays 100 percent of dental and vision premiums for employees and their families.
- + In 2013, Railinc will pay the majority of the increases to employees' medical, dental and vision premiums.
- + The company pays 100 percent of its employees' Health Saving Account premiums and 92 percent of their PPO premiums.
- + The Railinc PPO deductible is just \$250.

## PAID TIME OFF //

### HOLIDAYS

Railinc observes the following **12 paid holidays**:

- + New Year's Day
- + Martin Luther King Jr. Day
- + Presidents' Day
- + Good Friday
- + Memorial Day
- + Independence Day
- + Labor Day
- + Thanksgiving Day
- + Day after Thanksgiving
- + Christmas Eve
- + Christmas Day
- + New Year's Eve

### VACATION

Railinc employees enjoy three weeks of paid vacation per year. After 10 years, vacation increases to four weeks per year. Employees may carry over 40 hours of vacation each year.

### SICK DAYS

Railinc provides **10 paid sick days** per year. Employees may carry over 10 sick days per year up to a maximum of 20 days.

## INSURANCE //

Railinc provides employees with the following insurance policies to protect against loss of employment and other adverse events.

- + Life Insurance and Accidental Death and Dismemberment Insurance
- + Short-Term and Long-Term Disability Insurance
- + Business Traveler's Insurance
- + Supplemental Life Insurance
- + Long-Term Care Insurance
- + Supplemental Income Protection
- + Discounted Auto and Homeowners Insurance

### PROFESSIONAL DEVELOPMENT

Railinc offers the following opportunities:

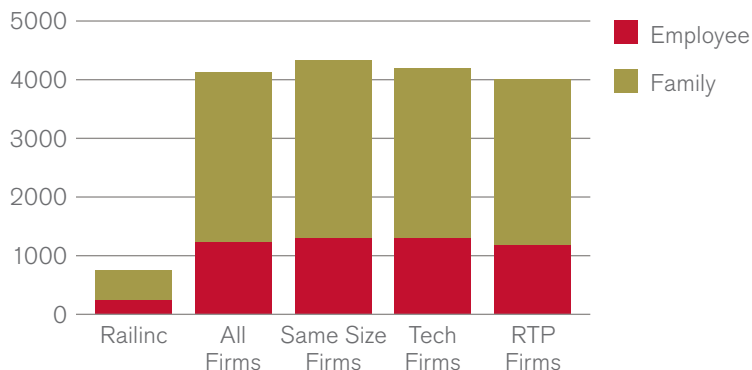
- + Tuition reimbursement
- + Professional development classes
- + Web-based training
- + On-site seminars and workshops

## HOW RAILINC COMPARES //

### HOW DOES RAILINC'S MEDICAL DEDUCTIBLE COMPARE?

Railinc employees spend an average of \$1,000 less, each year, on their medical deductible than employees at other companies. That amount grows to \$2,400 when insuring their family.

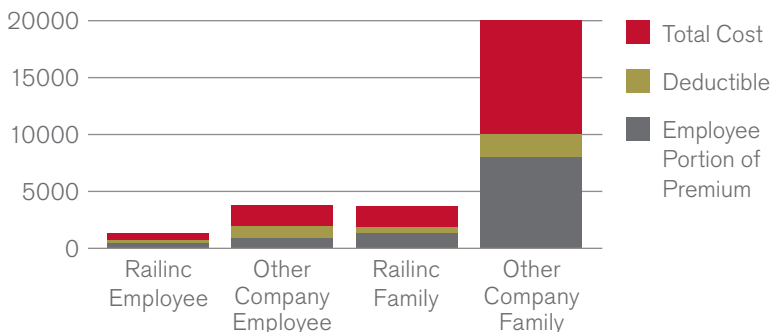
#### How Does Railinc's Medical Deductible Stack Up?



### HOW MUCH DO RAILINC EMPLOYEES SPEND ON HEALTH INSURANCE VS. THEIR PEERS AT OTHER COMPANIES?

Employees will spend an average of \$1,200 less, each year, on health care than their peers at similar companies. Railinc is a family-friendly company. Employees will spend an average of \$8,200 less, each year, to insure their families than their peers do at similar companies.

#### How Much Do Railinc Employees Spend on Medical Vs. Their Peers?



*\*Based on survey data from Capital Associated Industries Inc. and Hill, Chesson & Woody Employee Benefit Services*

