

Our employees are our most valuable asset. That's why Murex Petroleum Corporation is committed to providing a comprehensive employee benefit program that helps our employees and their families stay healthy, feel secure and maintain a work/life balance. All full-time employees working at least 30 hours a week, their spouses and children up to the age of 26 are eligible for coverage.

| Benefit | Cost | Benefit Details |
|-----------------------------------|--|--|
| 401(k) Savings Plan | Deferrals up to 100% of annual salary on a pre-tax and/or after-tax basis not to exceed annual limits set by the IRS | <ul style="list-style-type: none"> ▪ Murex matches 100% of first 4% of employee contributions ▪ Immediate vesting on contributions, matches and earnings ▪ Roth 401(k) feature available ▪ Plan allows you to borrow up to the lesser of \$50,000 or 50% of your total vested account balance ▪ Reality Investing Advisory Services includes management of your account |
| Medical Plan – TX and CO | Employee pays 25% of premiums for all dependents, deducted on a pre-tax basis | <ul style="list-style-type: none"> ▪ UnitedHealthcare Flex Point PPO Plan ▪ Preventive/Well Care checkups are 100% covered ▪ Prescription drug coverage included |
| Medical Plan – ND | Employee pays 25% of premiums for all dependents, deducted on a pre-tax basis | <ul style="list-style-type: none"> ▪ Blue Cross/Blue Shield of ND CompChoice PPO Plan ▪ Preventive/Well Care checkups are 100% covered ▪ Prescription drug coverage included |
| Dental Plan – TX, CO, ND | Employee pays 50% of premiums for all dependents, deducted on a pre-tax basis | <ul style="list-style-type: none"> ▪ Principal PPO Plan ▪ Preventative Services are 100% covered ▪ \$2,500 Annual Benefit |
| Life and AD&D | No Cost | <ul style="list-style-type: none"> ▪ Insurance provided by Principal Financial ▪ Employee life insurance up to 1 x base annual salary not to exceed \$150,000 ▪ Accidental Death & Dismemberment Insurance equal to the Life Benefit Amount |
| Short Term Disability | No Cost | <ul style="list-style-type: none"> ▪ Insurance provided by Principal Financial ▪ Provides salary continuation for disability lasting a short period of time ▪ Provides 60% of pre-disability income for up to 13 weeks ▪ Used in conjunction with the PTO program |
| Long Term Disability | No Cost | <ul style="list-style-type: none"> ▪ Insurance provided by Principal Financial ▪ Provides salary continuation for disability lasting longer than 90 days ▪ Provides 60% of pre-disability income up to \$6,000/month maximum benefit |
| Paid Time Off (PTO) | No Cost | <ul style="list-style-type: none"> ▪ Combines time off for vacation, personal time and sick time ▪ Days accumulate immediately for each full calendar month of employment ▪ PTO hours are utilized in half day increments ▪ Number of days provided is dependent upon years of service |
| Holidays | No Cost | <ul style="list-style-type: none"> ▪ New Years Day ▪ Good Friday ▪ Memorial Day ▪ Independence Day ▪ Labor Day ▪ Thanksgiving Day ▪ Day After Thanksgiving ▪ Christmas Day |
| Bereavement Pay | No Cost | <ul style="list-style-type: none"> ▪ Three (3) days paid bereavement leave for immediate family members (Children, Siblings, Spouses, Parents and Grandparents) ▪ One (1) day of leave for family members outside the immediate family |
| Direct Deposit | No Cost | <ul style="list-style-type: none"> ▪ Direct Deposit to your financial institution is available for up to 5 accounts |
| Employee Assistance Program (EAP) | No Cost | <ul style="list-style-type: none"> ▪ An Employee Assistance Program is available for all employees and their families for confidential assistance in dealing with personal concerns |
| Jury Duty Pay | No Cost | <ul style="list-style-type: none"> ▪ If you are chosen for jury duty you will be provided with your regular pay for your entire jury service |
| Education Assistance | No Cost | <ul style="list-style-type: none"> ▪ After one year of service, employees are eligible for 100% reimbursement of all approved classes/courses pertinent to present position or the next logical step |