

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