



2020

## Employee Benefits

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	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 Texas, Blue Choice PPO Plan</li> <li>Preventive/Well Care checkups are 100% covered</li> <li>Telemedicine visits available 24/7/365</li> <li>Prescription drug coverage included</li> </ul>
Dental Plan	Employee pays 50% of premiums for all dependents, deducted on a pre-tax basis	<ul style="list-style-type: none"> <li>Lincoln</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 Lincoln 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 Lincoln 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 Lincoln 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 Eve</li> <li>Christmas Day</li> <li>Floating Holiday – Assigned by MPC</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>