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FITNESS PROGRAM

The Company believes that good health improves the quality of employees' personal and professional lives and encourages employees to pursue healthy lifestyles. The Company offers a variety of wellness and health promotion activities to prevent illness, reduce health plan costs, and improve employees' health. All employees and their dependents are eligible to participate in wellness plan activities and are encouraged to do so. Employee should contact the Human Resources department to inquire about current and upcoming wellness activities.

The Company also provides the following financial support for approved fitness facility programs:

1. Full service fitness facility - \$150 toward an annual membership.
2. Limited service health facility or program - 50% of class cost not to exceed \$30 per program or class, or a total of \$150 annually.

A list of the approved fitness facility programs is available from the Human Resources office. Employees should contact the Human Resources Department to make application for enrollment in the wellness program and to apply for financial reimbursement.