



Rexel Holdings USA

Overview of 2012 Employee Benefits

Employees become eligible for health and welfare benefits on the first of the month following 60 days of continuous employment except where otherwise noted.

Medical	You may choose either the Blue Edge HSA (a consumer-driven health plan that features a tax-advantaged, Rexel-seeded Health Savings Account), or the Blue Standard PPO. Choose either employee only, employee + one, or employee + family coverage. The medical insurance administrator is Blue Cross and Blue Shield. Rexel pays most of the cost of premiums. Your cost varies according to the plan and coverage you choose.
Dental	Coverage of dental care expenses, including basic care, preventive care, major care, and orthodontia. Choose either employee only, employee + one, or employee + family coverage, and Standard or Deluxe plans. Rexel pays part of the cost. Your cost varies according to the plan and coverage you choose.
Vision	Coverage of vision care expenses, including examinations, lenses (including contact lenses) and frames. Rexel pays 100% of the premium when you elect medical coverage.
Flexible Spending Accounts	These special accounts help you save money by using pre-tax dollars to pay for certain health and dependent care expenses. You decide how much, if any, you want to contribute. Rexel pays all administrative costs. Health care FSA eligibility begins after 6 months of employment.
Basic Life Insurance	Coverage of two times your annual earnings, up to \$500,000. Rexel pays 100% of the premium.
Optional Life Insurance	Coverage in addition to your basic life insurance is available. For employee: in increments of \$10,000, up to \$500,000. Spouse: in increments of \$10,000, up to \$250,000. Child(ren): in increments of \$5,000, up to \$20,000. You pay 100% of the premium through payroll deductions.
Basic AD&D Insurance	Coverage of two times your annual earnings, up to \$500,000. Amount is payable in addition to life insurance should you die accidentally. You get a percentage of this amount in case of certain accidental injuries, depending on the loss. Rexel pays 100% of the premium.
Optional AD&D Insurance	Coverage in addition to your basic AD&D insurance is available. For employee: in increments of \$10,000, up to \$500,000. Spouse: in increments of \$10,000, up to \$250,000. Child(ren): in increments of \$5,000, up to \$20,000. You pay 100% of the premium through payroll deductions.
Short-term Disability	60% of weekly earnings, up to \$2,500/week, after 14 days of disability. Rexel pays 100% of the premium.
Long-term Disability	60% of monthly earnings, up to \$10,000/month, after 26 weeks of disability. Rexel pays 100% of the premium.
Employee Assistance Program	Confidential counseling and referral services, financial, and legal resources and support. Free to all employees and their dependents. Rexel pays 100% of the premium. Coverage starts on your first day of employment.
Vacation	Full-time employees accrue vacation hours each pay period based on their years of service. Vacation hours earned are immediately available for use (vacation is a rolling balance, not based on a calendar year). Employees with less than 6 years of service accrue at a rate of 2 weeks per year (1.54 hours per week), employees with 6 to 15 years of service accrue at a rate of 3 weeks per year (2.31 hours per week), and employees with 15 years or more accrue at a rate of 4 weeks per year (3.08 hours per week). Vacation balances may accrue up to 40 hours more than the amount one is eligible to earn in a year.
Holidays	8 paid holidays annually (eligible immediately), plus one personal day (eligible after 90 days).
Sick Leave	Full-time employees accrue sick leave at .77 hours per week worked. As sick hours are earned, they are immediately available for use (sick leave is a rolling balance, not based on a calendar year). As hours are used, they are deducted from the balance. Sick leave balances may accrue to a maximum of 20 days.
401(k) Savings Plan	Employees are eligible to participate in the 401(k) Savings Plan after 60 days of continuous service. Employees may defer up to 30% of annual salary. Rexel matches at 100% of the first 3% of employee contributions, and at 50% for the next 2%. The company-match begins after one year of service.