

Employee Benefits Summary



Prime Energy Resources shares the concerns for the security and well-being of our employees & their families. We strive to provide a variety of benefit options so you can tailor a benefits package to suit your individual needs.

Health Benefits

- **Health Insurance** – Option of THREE (3) comprehensive, and affordable medical insurance plans to choose the best option for you and your family.
 - **Plan 1 – 80/50 \$5000 Choice Plus FREE for Employees**
 - Plan 2 – 80/50 \$3000 Choice Plus
 - Plan 3 – 80/50 \$2000 Choice Plus
- **Dental and Vision** Insurance through **UNUM** with **\$2000** dental benefit
- **Supplemental Benefits**
 - **FREE Prime Energy Resources paid Short-Term Disability**
 - Voluntary Long-Term Disability
 - Colonial Supplemental Policies: Accident, Cancer, Critical Illness & Life Insurance
- **Company Paid Group Term Life/AD&D**
 - **FREE \$60K provided by Prime Energy**
 - Option to purchase additional LIFE coverage
- **Section 125 Cafeteria Plan**
 - Premiums are Pre-Taxed to increase employee take home pay

Profit Sharing Bonus Program/401K

- **Profit Sharing Bonus Plan - Up to 4% salary BONUS** in lieu of 401K Plan
It's your money, do what you want with it!
- Retirement planning/401K rollover assistance provided through wealth management consultation

Vacation & Holidays

- **Vacation** - 84 hours (40S/44OT) paid after 1 year *waived for rollover and transfer
- **Holidays** – 6 National paid holidays

Commission/Incentive Bonus Programs

- **PRIME pays OT to employees required to work outside of their normal hitch**
- Employee Referral Bonus Program
- Business Development Assistance Incentives
- BSEE Annual Inspection Bonus Program
- Retention Bonuses