

Insurance Benefits

- New hires — eligible on 61st day
- Opportunity to change elections at Open Enrollment

Medical & Dental Insurance Program

- Several different plan options with various coverage levels to suit you and/or your family's insurance needs: Cigna PPO, Cigna HMO, Kaiser, Delta
- Employee pays approximately 20% of the total medical premium on a pre-tax basis

Vision Benefits

- Available through Vision Service Plan

All Full-Time Employees Covered With:

- Life Insurance
- Short-Term Disability
- Long-Term Disability

If You Elect Our Medical Insurance:

- Able to purchase Supplemental Life Insurance
- If you have dependent coverage, you receive Survivor Income Benefit and Dependent Life Benefit

Paid Time Off

Holidays

- New Year's Day
- Presidents' Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Company Discretionary

Paid Time Off

- Year 1–4, 17 Days PTO/year
- Year 5–9, 22 Days PTO/year
- Year 10 and beyond, 27 Days PTO/year
- Eligible to take PTO after your first pay period
- PTO may be cashed in
- PTO may be donated
- Maximum carryover is 216 hours

Retirement Benefits

401(k)

- Enrollment on the first day of any month following completion of six months of service.
- Company match 50% up to 6%
- May immediately roll over your 401(k) or IRA into this plan
- Loan program
- Roth 401(k) option

Pension

- 100% company funded
- Vested after five years (minimum hours must be met)

Facility Benefits

Break Rooms

- Microwaves, refrigerators
- Vending machines
- Complimentary coffee, tea, hot chocolate

Lockers & Showers

Personal Benefits

New Parent Paid Time Off

- For expectant mothers and fathers (biological and adoptive)
- Up to 40 hours paid time off
- Eligible to use time from beginning of pregnancy until three months after birth
- Available once every 12 months

Family Care Paid Time Off

- For the transition of an adult blood relative into a new adult care environment
- Up to 40 hours paid time off
- Available once every 12 months

Adoption Assistance

- Reimbursement up to \$2,500 for adoption fees and expenses

Employee Assistance Program

- Professional, confidential third-party counseling for you and your household members
- Achieve Work/Life Balance
- Save time researching advice and referrals on a variety of topics to include Legal Consultations, Parenting, Senior Care, Identity Theft, Child Care and Pet Care

Wellness — Fitness Center

- On-site, professionally managed Fitness Center
- Daily group exercise classes, 1:1 equipment training, personal training, wellness coaching, seminars and challenges
- Nominal monthly fee

Wellness — Employee Health

- On-Site Annual Employee Health Fair
- Complimentary Full Chemistry Screen
- Health Risk Assessment and Health Screenings

Dependent Scholarship Program

- Financial assistance for children of HD employees
- Awards between \$500 and \$5,000 per year

Flex Spending Accounts

- Health care reimbursement
- Dependent care reimbursement

Smart Phones/PDA Purchase Program

- Based on job-related necessity
- Partial reimbursement every two years

Back-Up Care Benefit

- In-home back-up care for children, adults and elders
- Back-up drop-in child care center locations available
- Up to 100 hours of back-up care per year; Hunter Douglas pays a portion of the cost

Employee Referral Program

- Receive a cash award for new employees you refer

Shade Purchase Program

- Purchase our beautiful, top quality, high-end shades at a significant savings compared to retail

Home Office Supply Discount

- Purchase items for home at a discount
- Register credit card to be used at time of purchase

Discounted Lifestyle Benefits

- Auto, homeowners and renters insurance
- Home mortgage loan services
- Long-term care insurance
- Pet insurance
- Prepaid legal plan
- 529 College Savings plan
- Cell phone discounts

On-site Ergonomics/Physical Therapist

On-site Travel Agent for Business Travel

On-site Dry Cleaning Pick-up Service

Prescription Safety Eye Glasses

- Purchase glasses at discount
- Monthly on-site optician

Safety Shoe Program

- Purchase shoes at a significant discount
- Monthly on-site Shoemobile

Ship Personal Items at Company-discounted Rate

Financial Benefits

Automatic Paycheck Deposit

Membership at Community Financial Credit Union in Broomfield

Career Development

On-site Career Planning

Hunter Douglas University

- On-site seminars and courses

Education Assistance

- Company-related degree/certificate reimbursed at 100% up to \$5,250 per year (includes book cost reimbursement if an "A" is earned)

Career Opportunities

Jobs Posted to Hunter Douglas Employees

- Via the Intranet
- For internal openings, eligible to bid after working in a position for six months

External Job Openings

- For Window Fashions Division openings, posted at www.hunterdouglasjobs.com

Award Programs

Value Award Program

- Employee to employee recognition for the following values:
 - Commitment
 - Excellence
 - Creativity
 - Respect
 - Trust
 - Honesty
 - Unity
 - Caring
- Cash award
- Awards presented monthly

Service Award Program

- Honoring the milestone anniversaries 5, 10, 15, 20, 25+

Community Benefits

Volunteer Work on Company Time

- Choose your organization
- Volunteer for up to 8 hours at a time, up to 12 hours per year

Charitable Contribution Match

- Company match of employee contribution
- 100% match up to \$1,000 per year