BENEFIT PACKAGE FOR OFFICE & TECHNICAL SUPPORT EMPLOYEES

The benefits outlined below apply to full-time (37.5 hours/week, 52 weeks/year) Office and Technical Support employees represented by the Wisconsin Federation of Teachers, Local 4019, AFL-CIO. Benefits preceded by an asterisk (*) are prorated for employees working less than 1950 hours/year. For additional information, contact the WITC Human Resources Office at 505 Pine Ridge Drive, Shell Lake, WI 54871 (telephone: 715/468-2815).

GROUP MEDICAL
Employee has choice of three medical plans. Benefits for these plans are the same; however, the plans differ in choice of medical service providers, deductibles, co-pays and maximum out-of-pocket benefit. Employees electing the Basic (non-network) Medical Plan pay a monthly premium of $46.00 for single coverage and $150.00 for family coverage. Employees electing the Network medical plan choose between two plans: one offers a 85/15 co-pay with 100% coverage after meeting 15% of $5,000 of eligible expenses (single coverage no cost and family coverage costs $40.00/month) and the other plan offers a 80/20 co-pay with 100% coverage after meeting 20% of $10,000 of eligible expenses (no cost for single or family coverage). Employees electing Network Medical Plans receive a monthly cash credit from employer to a medical flexible spending account. All Plans are self-insured by WITC. All premiums are taken on a pre-tax basis. Employees working less than 1560 hours per fiscal year will pay a different premium than previously stated for all plan choices.

GROUP DENTAL
Board pays full monthly premium of $30.72/mo. for single or $103.11/mo. for family coverage under WITC’s group dental plan for employees working 1560 or more hours per year. Those working less than 1560 will pay a pro-rated premium.

GROUP VISION
Eligible employees have the option of participating in the group vision plan. Employee pays monthly premium for the vision coverage which is taken on a pre-tax basis the first pay period of the month. The monthly premiums are employee/$6.95, employee + 1/$11.88, and family/$17.37.

FLEXIBLE SPENDING ACCOUNT
This optional program allows employees to set aside pre-tax dollars from their bi-weekly earnings to cover dependent care expenses as well as a variety of medical expenses not otherwise covered by insurance (e.g. deductibles, co-insurance, etc.). For those eligible employees participating in a network medical plan, WITC contributes $25/month for a family plan and $10/month for a single plan to the medical reimbursement flexible spending account for the employee.

GROUP TERM LIFE INSURANCE
Employee death benefit equals 1.5 times contract salary to a maximum of $50,000. Plan includes Accidental Death & Dismemberment coverage as well as dependent coverage of $5,000 for spouse, $2,000 for dependent age 6 months to 19 years (25 if full-time student) and $1,000 for dependent 14 days to 6 months. Premium is paid by the College.

LONG TERM DISABILITY
If employee becomes totally disabled, he/she is covered under an Income Protection Program that pays up to 90% of annual earnings, when integrated with other income. Sixty (60) calendar day waiting period. Maximum salary $60,000. Premium is paid by the College.

RETIREMENT
Employee participates in the Wisconsin Retirement System. College pays both employer and employee contributions (10.6% combined for 2008).

HOLIDAYS
Employees working 1560 hours or more per year will receive ten (10) paid holidays per year. Employees working less than 1560 will receive a prorated number of hours for holidays. These holidays are:

- New Year's Eve Day
- New Year's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving
- Christmas Eve Day
- Christmas Day

If a holiday falls on a weekend, the holiday is adjusted to the nearest Monday or Friday.

*VACATION

<table>
<thead>
<tr>
<th>Days</th>
<th>Description</th>
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<tbody>
<tr>
<td>10 Days</td>
<td>Between July 1 of 1st full year and June 30 of FY of 5th year anniversary</td>
</tr>
<tr>
<td>15 Days</td>
<td>Between July 1 of FY following 5th year anniversary and June 30 of FY of 10th year anniversary</td>
</tr>
<tr>
<td>20 Days</td>
<td>Between July 1 of FY following 10th year anniversary and June 30 of FY of 13th year anniversary</td>
</tr>
</tbody>
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An additional 7.5 hours of vacation shall be allowed following the completion of thirteen (13) years of employment, following the completion of sixteen (16) years of employment; following the completion of nineteen (19) years of employment; following the completion of twenty-two (22) years of employment; and following completion of twenty-five (25) years of employment to the maximum of 187.5 hours. Vacation carryover is allowed for unused vacation past June 30 of the fiscal year, but must be used by August 15 of the next fiscal year or it will be lost.

*SICK LEAVE

Ninety (90) hours of paid sick leave are awarded each fiscal year, cumulative to 900 hours. Six days (45 hours) per fiscal year can be used for family illness as defined by union contract.

Dmcdonough/benefit package/2008/ots benefit summary - over - 4/15/08
<table>
<thead>
<tr>
<th><strong>PERSONAL LEAVE</strong></th>
<th>Seven and one-half (7.5) hours per fiscal year is available for the employee to conduct personal business. This leave is non-cumulative.</th>
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<tbody>
<tr>
<td><strong>OTHER LEAVES</strong></td>
<td>A variety of other leaves of absence have also been negotiated. These leaves are identified in the Office &amp; Technical Support Contract.</td>
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