

Buckeye Companies Group Benefits Profile

Benefit	Hourly	Salaried	Union	Metro-Union	Hourly Part-time 24 Hrs/wk
Medical Insurance	Employee and dependents	Employee with additional insurance available for dependents	Employee and dependents	Employee and dependents	*Employee only
Prescription	Employee and dependents	Employee with additional insurance available for dependents	Employee and dependents	Employee and dependents	XXX
Dental	Employee and dependents	Employee with additional insurance available for dependents	Employee and dependents	Employee and dependents	XXX
Short-Term Disability	% of earnings, up to 26 weeks	% of earnings, up to 13 weeks	% of earnings, up to 26 weeks	Flat Amount	XXX
Long-Term Disability	XXX	Yes for Mgmt Positions	XXX	XXX	XXX
Life Insurance	According to earnings; up to \$50,000	According to earnings; up to \$50,000	Flat Amount	Flat Amount	XXX
Pension Plan	XXX	XXX	Yes	Yes	XXX
Savings Plan (401K)	Yes	Yes	XXX	XXX	Yes
Monitor Cable Service	Yes	Yes	Yes	Yes	Yes
Tuition Reimbursement	Yes	Yes	Yes	Yes	XXX
Continuing Education Assistance	Yes	Yes	Yes	Yes	Yes
Employee Assistance Program	Yes	Yes	Yes	Yes	Yes
Paid Sick/Absence Time	48 Hours	48 Hours	48 Hours	40 Hours	30 Hours
Company Paid Holidays	10	10	10	8	XXX
Vacation	1 Week after 6 Months	Up to 3 Weeks after 90 days (experience rated) or Hourly schedule applies	XXX	XXX	1 Week after 6 months
Vacation after 1 year	2 Weeks	2 Weeks or 3 Weeks (experience-rated)	2 Weeks	1 Week	2 Weeks prorated according to schedule - up to 24 hrs. per week
Vacation after 2 years	2 Weeks	2 Weeks or 3 Weeks (experience-rated)	2 Weeks	2 Weeks	2 Weeks
Vacation after 5-9 years	3 Weeks	3 Weeks	3 Weeks	3 Weeks	3 Weeks
Vacation after 10+ years	4 Weeks	4 Weeks	4 Weeks	3 Weeks	4 Weeks
Vacation after 15+ years	4 Weeks	4 Weeks	4 Weeks	4 Weeks Maximum	4 Weeks
Vacation after 25+ years	5 Weeks	5 Weeks	5 Weeks (BCS Union only)	4 Weeks Maximum	5 Weeks

\*Part-time 20 hour per week minimum