



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 TWO (2) comprehensive, and affordable **Blue Cross Blue Shield of La** medical plans to choose from
 - Coinsurance 100/80 or 80/60
 - Deductibles \$1600 or \$2000
- **Dental Insurance** – BC/BS of La
- **Vision Insurance** – Unum
- **Supplemental Benefits**
 - **PRIME paid Short-Term Disability**
 - Voluntary Long-Term Disability
 - Colonial - Accident, Cancer, Critical Illness & Life Insurance
- **Company Paid Group Term Life/AD&D**
 - **\$60K provided by PRIME**
 - Option to purchase additional LIFE coverage
- **Section 125 Cafeteria Plan**
 - Allows employees to pay benefit premiums on a pre-tax basis
 - Reduces taxes & increases 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 Contractor rollovers with tenure**
- **Holidays** - 5 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