

# Elwood Corporation **PERKS**

Where you're  
treated like part  
of the family.



**ELWOOD**<sup>®</sup>

**ELWOOD CORPORATION**

195 West Ryan Road • Oak Creek, Wisconsin 53154 • USA

Phone: 800-527-7500 • Fax: 414-764-4298

[www.elwood.com](http://www.elwood.com)

**ELWOOD**<sup>®</sup>

# There Are Lots of FUN

At Elwood, we think it's important to recognize the contribution each one of our employees makes to the company. We try to balance work with relaxation and enjoyable down time by providing some interesting activities for our employees to take part in.

Here are some of the unique perks you can expect as an Elwood Employee:

## IN CONCERT...

Elwood holds a Summerfest Platinum Package. These seats are for each of the concerts held throughout the season and include many VIP amenities for the attendees. Every spring a drawing is held, open to all Elwood employees, to win a pair of these individual VIP concert tickets.

## AT THE GAME...

Elwood also holds tickets for the Milwaukee Brewers at Miller Park Stadium. Every spring a drawing is held for several pairs of tickets to see a Brewers game. Preferred parking is even included.

## SUMMER PICNICS...



Summertime is a special time of the year for Elwood and its employees. Every summer, Elwood provides a catered picnic for all Elwood employees and their families. The day is filled with games, prizes, food and fun.



Over the years, employees' children have had a great time enjoying games, clowns, and other special activities. At the last few picnics, we have noticed that the small children of the past are now enjoying the event with their own children as the proud grandparents look on.

# Where You're

## What you might like to know about Milwaukee, Wisconsin:

While Milwaukee, Wisconsin and the area that surrounds it is a very desirable vacation destination, many of us are very fortunate to call it home. A quick ten minute drive can take you away from the excitement of the big city to the calm and peacefulness of a country setting. And here, no matter where your interests lie, you are sure to find it. This is what our employees had to say:

**"Lake Michigan"** - Milwaukee lies right on the lake, and is located only minutes away from downtown. Whether you love sailing, boating, water skiing, sport-fishing, or spending a relaxing day at the beach, you are sure to enjoy this great lake. If you prefer to enjoy all of that on small inland lakes, there are literally hundreds of them throughout Wisconsin. Pick a destination and go for the day, a weekend, or maybe a week! Many of these lakes offer rental homes or cottages that include boats, ski-jets, and whatever else you might think you'll need.

**"The Great Outdoors"** - If the great outdoors call to you, you most definitely will hear them calling here. Wisconsin has some of the finest state parks in the nation, offering beautiful scenic routes for sight-seeing. You can go hiking, rock-climbing, camping, fishing, swimming, kayaking, and so much more. Wildlife abounds, so you'll never want to forget your camera! And speaking of outdoors, people don't stop going outside when winter arrives. They just change their outdoor gear and head out for skiing (maybe the slopes or cross country), sledding, ice-skating, and snowmobiling. There's really not much you can't do in Wisconsin.

**"The Sports Scene"** - You'll find professional baseball (Milwaukee Brewers at the incredible Miller Park Stadium), basketball (Milwaukee Bucks), hockey (Milwaukee Admirals), soccer (Milwaukee Wave), and football (the Green Bay Packers are less than two hours away), all teams with the fans being some of the most fun around. Have you ever seen a sausage race or attended a 'real' Wisconsin tailgating event? Maybe you're more the type to participate. Perhaps you enjoy playing golf, but have you never had the opportunity to play on a 'world-class' golf course. Several of our area golf courses can boast that they've hosted many PGA Championships as well as other well-known national tournaments. Many of these courses even offer public access. If golf is not your thing, perhaps you'd be interested in joining a local league of your favorite sport or local athletic club. Opportunities are endless.

**"The Performance/Arts Scene"** - Now if that interests you, look no further! We have several public museums, with the Milwaukee Public Museum always hosting some of the most fascinating exhibits the world has ever seen. There are even a number of children's museums close by, including some that are hands-on with sleep-over events. The breathtaking Calatrava is home to the Milwaukee Art Museum with its fascinating permanent exhibits as well as rotating exhibits that travel the world. Milwaukee also boasts the Lakefront Festival of the Arts, the Milwaukee Symphony Orchestra, the Milwaukee Ballet, touring Broadway shows, and concerts year-round. And speaking of concerts, Milwaukee is the host of Summerfest, which is still as of this printing, the largest annual music festival in the world. Every year, this 11-day festival brings in several of the greatest names of every genre in the music industry. Our list could go on and on.

**"Educational Opportunities"** - Wisconsin is fortunate to have some of the finest schools and secondary and post-secondary educational institutions in the country, to help you advance or perhaps prepare your children for the bright and prosperous future anyone would desire. The University of Wisconsin-Milwaukee, Marquette, and the Milwaukee School of Engineering are only just around the corner.

**"Ethnic Diversity"** - Milwaukee is home to people from all over the world, which allows for many exciting cultural opportunities. Restaurants featuring cuisine and culture from lands far away are sure to please your appetite. If you want to bring some of that diversity into your home, grocery stores specializing in foods specific to the different ethnicities can be found locally. And if you really want to experience diversity first-hand, attend any of the many ethnic festivals held annually.

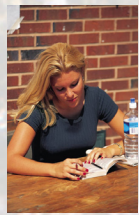
There is so much more that we could share with you about Milwaukee and the area that surrounds us here. We didn't even tell you about Racine's world-famous Danish Kringle and the Wisconsin State Fair Cream Puffs. Perhaps you could come for a visit and try them for yourself.





## ★★401(K) PLAN★★

It's never too soon to start planning for retirement, and Elwood makes it easy to do. When you contribute to our 401(k) plan, Elwood will match 30% of your contribution, up to 8% of your salary. This generous matching program is designed to encourage employees to save for their retirement.



## ★★EDUCATIONAL ASSISTANCE PROGRAM★★

Elwood recognizes the need for keeping up with changing technology. Employees are encouraged to continue their education to keep up with that process. Upon satisfactory completion of a job-related course that has been approved before enrolling, Elwood Corporation will reimburse 100% of your tuition, books and compulsory fees.



## ★★DIRECT DEPOSIT, PAY PERIOD★★

No need to wait in long lines at the bank on payday to deposit your paycheck. Elwood offers direct deposit of payroll checks to your bank account each pay period. Hourly employees are paid weekly on Friday for hours worked the previous week. Salaried employees are paid semi-monthly, on the 15th and the last day of the month.

# Things To Do at Elwood...

## COOKOUTS...

Occasionally Elwood provides lunches and cookouts to show recognition and appreciation for outstanding sales and production. Everyone benefits when Elwood does well, and Elwood wants the employees to feel good about what they have accomplished. The company provided-lunches are a way for Elwood to say Thank You and for the employees to feel good about what they have accomplished.



## FLICKS...

For those who appreciate a good movie, you will have free access to Elwood's DVD movie library, which includes over 1000 titles. There is always something for everyone, including the kids. New titles are added weekly as soon as they are released. There are no "due dates", and of course, never a "late fee".

## RAFFLES...

Occasionally, Elwood will hold a raffle drawing to give away gifts as a way to say Thank You to employees for a job well done.

## HOLIDAY PARTIES...

At the end of each year Elwood hosts an extravagant Holiday gathering at the exclusive Racine Country Club as a way to thank their employees for a job well done. Here you and your guest can enjoy the finest four course meal, complete with a wide variety of



dessert choices. After dinner, retire to the game room for holiday drinks, party snacks, bowling, billiards, relaxation and good conversation.

# Treated Like Part of the Family!!

# ★★ELWOOD CORPORATION BENEFIT PLAN SUMMARY★★

## ★★INSURANCE PLANS★★

Elwood offers full-time employees a wide range of generous insurance plans to help offset the increased costs associated with illness, accidents, and disability. Elwood provides these plans either free or at a substantial savings to the employee. Any premiums paid for by the employee are deducted before your wages are taxed (referred to as “pre-tax”), providing the employee even further savings by reducing your taxable wages.



### ★MEDICAL INSURANCE:

Our medical insurance plan gives you the freedom to see any physician or other health care professional from their network, including specialists without referral.

### ★HEALTH SAVINGS ACCOUNT (HSA):

Allows for payment of non-covered expenses with pre-tax dollars.



### ★DENTAL INSURANCE (INCLUDES VISION CARE DISCOUNT PROGRAM) :

Our dental plan provides a comprehensive program to ensure your dental health. Coverage is included for important preventative care, and also for treatment needed as a result of dental disease or accidental injury. Vision Insurance is available at a reduced group rate. Policy provides materials-only coverage.



### ★SHORT TERM DISABILITY INSURANCE:

Available at reduced group rates.  
Policy pays 66 2/3% of pre-disability earnings after one week.

### ★LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE:

No cost to employee. Policy pays \$50,000 Death Benefit.

### ★LONG-TERM DISABILITY INSURANCE:

No cost to employee. Policy pays 60% of predisability earnings after 180 days.

### ★WORKERS COMPENSATION INSURANCE:

Company provided for occupational illness and injury.



### ★★HOLIDAYS★★

At Elwood we believe that having time to enjoy the company of family and friends during the holidays is important. As an Elwood employee, you will enjoy 8 paid holidays off per year to kick back and relax.



### ★★PAID VACATION★★

Planning a vacation? We know you work hard, so Elwood provides you with a vacation plan that gives you plenty of time off to play. As an Elwood employee, you will be awarded 10 full days per year of vacation starting after your first year of employment. When you reach 5 years of employment with Elwood, your paid vacation time increases to 15 days. Long term employees with 15 years of loyal service are rewarded with 20 days of vacation.



### ★★SICK/EMERGENCY LEAVE DAYS★★

In addition to the generous paid vacation time allotted, Elwood employees receive 5 “Sick/Emergency Leave” days per year. Employees are encouraged to “bank” any unused Sick/Emergency Leave days as protection from absences due to long-term illnesses or injuries.