



## **Pacific Design Technologies, Inc.**

*Our core company values are integrity, professionalism, customer satisfaction and teamwork.*

*We will earn our customer's trust by consistently providing excellence and quality products. Our objective is to maintain the highest level of customer satisfaction in the industry. We will focus on responsiveness to our customer's needs.*

*We will strive to consistently give our best effort in everything we do. We will continually seek to improve and acquire new proficiencies, as well as knowledge and expertise through high-level, continuing education.*

*We will seek out, develop, and embrace new technologies to ensure efficient and convenient service.*

*We believe that our customers are best served by our focus on quality and adherence with our AS 9100 Certification Standards. We act with a sense of urgency on all customer-related matters.*

*We work as a team. We recognize that input and involvement from our customers and our employees is imperative to our success.*

REFER TO OUR EMPLOYEE HANDBOOK AND SUMMARY PLAN DOCUMENTS FOR MORE DETAILED INFORMATION ABOUT OUR BENEFITS

YOU ARE ENCOURAGED TO MAKE SUGGESTIONS AND OFFER IDEAS ABOUT OUR BENEFITS PROGRAMS AT ANY TIME

PACIFIC DESIGN TECHNOLOGIES RESERVES THE RIGHT TO CHANGE COMPANY BENEFITS AT ITS DISCRETION

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**Pacific Design Technologies, Inc.**  
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PDT

## **A QUICK LOOK AT YOUR EMPLOYEE BENEFITS**

**MEDICAL COVERAGE**

**DENTAL COVERAGE**

**VISION CARE**

**AFLAC**

**FLEXIBLE SPENDING ACCT**

**9/80 WORK WEEK**

**TIME OFF**

**EDUCATION & TRAINING**

**RETIREMENT PLAN**

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*You will be contacted about your benefits at or before your eligibility, however if you have questions at any time, please direct them to:*

*George Nagy or Beverly Wood  
961-9110*

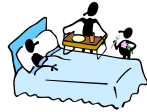
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# PDT BENEFIT PROGRAMS

## Medical Coverage

- All full time employees are eligible on the 1st day of the month following your hire date
- EPO. A partially self-funded PPO  
You pay 1st \$250 deductible then 20%. See brochure for complete details
- PDT pays 99% of employee monthly premiums  
You pay 50 % of dependent premiums



## Dental Coverage

- All Full-time employees are eligible on the 1st day of the month following your hire date
- PDT pays 99% of employee monthly premiums  
You pay 50 % of dependent premiums

## Vision Care

- Services available through VSP. Exam every 12 months, prescription glasses every 12 months, frames every 24 months, contacts every 12 months

## Long Term Disability

- PDT pays 60% of salary for own occupation to age 65 up to \$6,000/month

## AFLAC

- Voluntary insurance policies to help supplement primary health plans

## Flexible Spending Account

- Your medical plan premiums are excluded from your taxable income via our "FSA" plan, thereby saving you money

## Life & AD&D

- 1 x's salary to maximum of \$100,000

## 9/80 Work Week

- 9 hours days and every other Friday off!

## Vacation

- Start accruing on date of hire at the rate of 80 hours per year. Add 8 hours each year up to a maximum of 160 hours
- Vacation carryover from year to year is capped at twice your annual accrual rate



## Sick Leave

- Accrue up to 56 hours per calendar year starting on your hire date
- Can be used for your own illness or to care for an ill member of your immediate family

## Holidays

We observe the following holidays:

- New Year's Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Your Birthday
- 2 Floating Days

## Leaves Allowed by CA Law

- Bereavement Leave (up to 3 paid days)
- Jury Duty (up to 3 paid days)
- Pregnancy Disability Leave
- Paid Family Leave
- Relief from Domestic Violence, Sexual Assault or Felony Crime
- School Conference Leave
- Military Leave

## Professional Memberships

- Reimbursement for membership in job related professional organizations

## Training & Development

- For job-related courses that are pre-approved by your manager

## Retirement Plan 401(k)

- Eligible for employee deferrals the 1st of the month following completion of one month of service
- You may defer up to \$15,000 per year to reduce taxable income
- See Plan Summary for additional details.

