EMPLOYEE BENEFITS

OUR MISSION

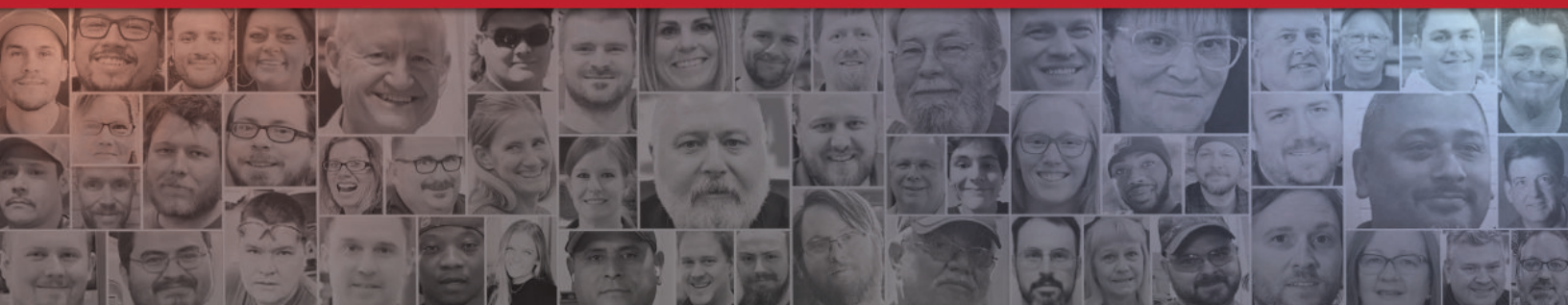
OUR PROCESS

OUR PERKS

YOUR HEALTH

YOUR FUTURE

SUPER VACUUM MANUFACTURING COMPANY, INC. • FAMILY OWNED • FORT COLLINS, CO



OUR MISSION

At Super Vacuum Manufacturing we pride ourselves on equipping first responders across the nation and throughout the world with the very tools they need to do their jobs.

We have a saying here ...

> "WHAT WE BUILD TODAY, MAY SAVE A LIFE TOMORROW."

And with that comes great pride.

As a family owned and operated company, we want our employees to feel like they are part of the family.

We care about your personal growth and wellbeing, therefore our company benefits package includes everything from medical insurance to continued education tuition reimbursement.

Super Vac Manufacturing strives to find the best benefits for the best price for our employees and their families. We also like try to help save our employees money by sharing our OEM partner discounts with them.

As a family owned company, we believe holidays are family time. As a company we vote for which of the 9 holidays employees want off, and since we believe your birthday is a holiday, we treat it as such.

Though we are a small company, we make a big impact on various communities across the world. Quality is what our customers depend on, so quality employees are what we aim to employ.

1 BENEFITS SCHEDULE

2 TIME OFF

PAID VACATION
PAID HOLIDAYS
PAID SICK TIME
PAID LEAVE

3 COMPANY PERKS

APPAREL DISCOUNT
SPECIAL EMPLOYEE SAVINGS

4 WELLNESS

MEDICAL
DENTAL
VISION

5 LIFE INSURANCE

ACCIDENTAL DEATH
OR DISMEMBERMENT

6 401K MATCH

PROFIT SHARING

GROWTH

CONTINUED EDUCATION

BENEFITS SCHEDULE

FULL-TIME EMPLOYEE: WORKS 30 HOURS OR MORE

TIMELINE	HEALTH AND WELLNESS	PERSONAL TIME OFF	COMPANY PERKS
DAY 1	**SICK TIME ACCRUAL BEGINS** **FULL–TIME EMPLOYEES** 4 hours per month		**1 WORK SHIRT ISSUED** **NEW HIRE REFERRALS** Employees receive **$150 bonus** for new hire referrals if the new employee stays for 90 days
60 DAYS	**FULL-TIME EMPLOYEES** **HEALTH AND LIFE INSURANCE BENEFITS BEGIN** Medical, dental, vision, life and accidental death insurance **FULL-TIME EMPLOYEES** **EMPLOYEE ASSISTANCE PROGRAM (EAP)**	**FULL–TIME EMPLOYEES** **9 PAID HOLIDAYS** Determined by company vote **+ PAID BIRTHDAY OFF**	**EMPLOYEE DISCOUNT PROGRAM** Order items through purchasing using company discounted pricing (#106 Account) Discounts on all company APPAREL
90 DAYS		**PAID TIME OFF ACCRUAL BEGINS** **FULL–TIME EMPLOYEES** receive 4 PTO hours at the start of each month starting the first month after 90 days, Up to 48 hours per year until the second January.	**UP TO 4 WORK SHIRTS ISSUED** Quantity and choice of T-shirts, polos, welding shirts, mechanic shirts, etc. are dependent on position.
1 YEAR	**DENTAL REIMBURSEMENT** **FULL-TIME EMPLOYEES** After one year of employment ($400/family/year) **VISION BENEFITS THROUGH OSIUS VISION IN LOVELAND** **FULL-TIME EMPLOYEES** Includes discounted exams and prescription safety frames – plus, Super Vac helps pay the bill.	**ADDITIONAL PAID TIME OFF** **FULL-TIME EMPLOYEES** receive 2 weeks (10 days) after January 1st.	**FULL-TIME EMPLOYEES** **401K PROFIT SHARING** with company match up to 4%, pre or post tax **FULL-TIME EMPLOYEES** **CONTINUED EDUCATION / TUITION REIMBURSEMENT** in a related field (up to $5,250 per year per employee) **GAIN UP TO 5 WORK SHIRTS EACH WORK ANNIVERSARY** (Depending on position)
5 YEARS		**ADDITIONAL PAID TIME OFF** **FULL-TIME EMPLOYEES** receive 3 weeks (15 days) after January 1st.	
6 YEARS		**ADDITIONAL PAID TIME OFF** **FULL-TIME EMPLOYEES** receive 1 DAY (16 days) 1 additional day per year will continue through years 6-14 with the company.	
15 YEARS		**ADDITIONAL PAID TIME OFF** **FULL-TIME EMPLOYEES** receive 5 weeks (25 days)	

Additional weeks/days are earned starting January 1st, after the full year worked.

TIME OFF

PAID VACATION

DAY 90 = 4 HOURS/MONTH

1ST OF THE MONTH FOLLOWING 90 DAYS, YOU EARN 4 HOURS A MONTH UNTIL YOUR 2ND JANUARY WHEN YOU GET 80 HOURS (10 DAYS) OF VACATION.

	PAID TIME OFF DAYS ACCRUED	
FULL DAYS WORKED	30	EARN UP TO 4 HOURS OF SICK TIME AT BEGINNING OF MONTH
	60	9 PAID HOLIDAYS + BDAY
	90	ON 1ST OF MONTH, ACCRUE 4 HOURS PER MONTH WORKED*
FULL YEARS WORKED	1	48 HOURS MAX* PER YEAR UNTIL SECOND JANUARY
	2	10 DAYS [ON 2ND JANUARY 1ST]
	3	10 DAYS
	4	10 DAYS
	5	15 DAYS [ON JANUARY 1ST] 3 WEEKS
	6	16 DAYS [ON JANUARY 1ST]
	7	17 DAYS [ON JANUARY 1ST]
	8	18 DAYS [ON JANUARY 1ST]
	9	19 DAYS [ON JANUARY 1ST]
	10	20 DAYS [ON JANUARY 1ST] 4 WEEKS
	11	21 DAYS [ON JANUARY 1ST]
	12	22 DAYS [ON JANUARY 1ST]
	13	23 DAYS [ON JANUARY 1ST]
	14	24 DAYS [ON JANUARY 1ST]
	15+	25 DAYS [ON JANUARY 1ST] 5 WEEKS

Any remaining PTO from prior year will be transfered to a **PTO Holding Fund** for new year use. Employees will lose any PTO hours left in PTO Holding Fund from year prior.
[2025 PTO >> 2026 PTO / 2024 PTO LOST]

PAID HOLIDAYS

9 PAID HOLIDAYS
Chosen by an annual employee vote

+ YOUR BIRTHDAY
We believe your birthday is a holiday and is a treated as such!

PAID SICK TIME

FULL-TIME EMPLOYEES:

Earn up to **4** sick-time hours at the start of each month. Hours can be accumulated for 5 years for a total of 160 hours.

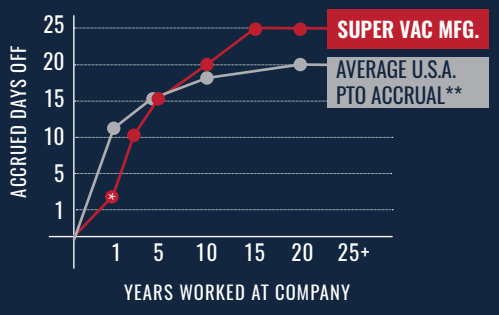
PART-TIME EMPLOYEES:

Earn up to **2** sick-time hours at the start of each month. Hours can be accumulated for 5 years for a total of 80 hours.

PLUS ...

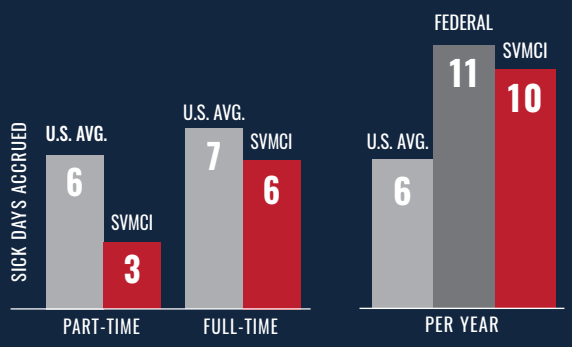
Super Vacuum Manufacturing offers:
Bereavement
Maternity Leave
Paid Jury Duty

PTO ACCUMULATED PER YEARS WITH COMPANY



*Days off pending start date and hours worked after 90 days of employment.
**Based on Private Industry Average.

100+ EMPLOYEE PRIVATE U.S. INDUSTRY COMPANIES PAID TIME OFF COMPARISON



SICK TIME PER YEAR

PAID HOLIDAYS

5 YEAR EMPLOYEE'S TOTAL TIME OFF

SVMCI FULL-TIME EMPLOYEES AVG
31 PAID DAYS OFF

VS

U.S. FULL-TIME EMPLOYEE AVG
26 PAID DAYS OFF

Source: U.S. Bureau of Labor Statistics, March 2025.

COMPANY PERKS

COMPANY-SUPPLIED WORK SHIRTS

RECEIVE up to **5** per year (depending on position).
Includes polos, T-shirts, mechanic shirts and welding shirts!

DISCOUNTED HATS

SHOP WORKER'S APPAREL

T-SHIRTS

MECHANIC SHIRTS

WELDING SHIRTS

DAY 1 = 1 WORK SHIRT

30 DAYS = APPAREL DISCOUNT

90 DAYS
CHOOSE 4* WORK SHIRTS, HATS OR ITEMS

UP TO 5 WORK SHIRTS **PER YEAR**
(PENDING POSITION)

OFFICE WORKER'S APPAREL

RECEIVE **1** apparel item per year.

POLOS

JACKETS

HOODIES

DISCOUNTED MERCHANDISE

SPECIAL SAVINGS (#106 ACCOUNT)

Employees may purchase items through the company's purchasers to obtain company discounted pricing.

CAR BATTERY RETAIL COST	SVMCI DISCOUNT
$279*	$175* OR LESS

INTERSTATE BATTERIES

40–50% OFF INTERSTATE BATTERIES

AVERAGE RETAIL COST	SVMCI DISCOUNT
15AH DEWALT LITHIUM ION FLEXVOLT® BATTERY	
$419	$242

DISCOUNTS ON DEWALT® FLEXVOLT® AND MILWAUKEE REDLITHIUM™ HIGH OUTPUT BATTERIES

*Prices vary based on battery type and retailer.

PERMANENT HOLIDAY LIGHTS DISCOUNT

75' KIT RETAIL COST	SVMCI DISCOUNT
$1,673*	$837*

oelo

50% OFF PERMANENT HOLIDAY LIGHTS

Must pray through Oelo directly. *Does not include installation price.

WELLNESS

MEDICAL

Medical, voluntary dental and vision, life insurance and optional supplemental insurance available to full-time employees at the first of the month, after 60 days of employment.

Individual or family **health insurance** with monthly company contribution!

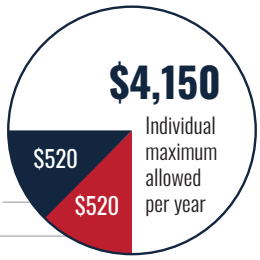
Health Savings Account (HSA)
Employee only/Employee Spouse medical coverage are eligible to contribute $10 and receive a $10.00 company match per pay period. Employee Child(ren)/Employee Family medical coverage are eligible to contribute $20 and receive a $20 company match per pay period.

In-Home/Virtual Care, which includes chat, video and home visits, plus in-home X-rays, 35+ labs and 550+ medications and more (at no cost to employees)

Employee Assistance Program (EAP) for anonymous support including stress management, nutrition, legal and financial help.

HSA MATCH

Employee Only contributes $10 every week per year
Super Vac matches $10 every week per year*



*Super Vac will match up to $520 per year for Employee only/Employee Spouse or 1,040 per year for Employee Child(ren)/Employee Family Medical Coverage

Exclusive SVMCI Dental Reimbursement and Vision Discount packages are available to full-time employees after one year of employment

DENTAL

Exclusive $400 Dental Reimbursement
Super Vac Mfg. will reimburse employees' dental bills up to $400 per family, per year whether you also have the voluntary dental insurance plan or not.

SVMCI DENTAL REIMBURSEMENT $400*

TYPE OF DENTAL WORK	AVG. COST
WISDOM TOOTH EXTRACTION (SINGLE TOOTH)	$363
SURGICAL TOOTH EXTRACTION	$363
SEDATION	$349
DEEP-PLANE SCALING & ROOT PLANING	$242
FULL MOUTH X-RAY	$226
FILLING (COMPOSITE RESIN)	$226
SIMPLE TOOTH EXTRACTION	$177
PERIODONTAL MAINTENANCE CLEANING	$167
ROUTINE TEETH CLEANING	$167
DISLODGED CROWN (RE-CEMENT)	$126
SEALANT (PER TOOTH)	$42

SOURCE: www.carecredit.com/dentistry/costs – Average dental costs nation wide.

VISION

Exclusive vision benefit through Osius Vision in Loveland, CO
- $90 discounted exams **with $25 company contribution**
- 20% discounted **prescription safety frames with $150 18-month company contribution***

- 550+ MEDICATIONS
- MEDICATION DELIVERY
- CHAT, VIDEO, HOME VISITS
- WELLNESS, ACUTE, CHRONIC CARE
- VIRTUAL MENTAL HEALTH THERAPY
- VIRTUAL PHYSICAL THERAPY
- CARE COORDINATION
- IN-HOME X-RAYS
- 35+ LABS

COVERAGE	OPTIONS	DESCRIPTION
MEDICAL SUPER VAC MANUFACTURING COMPANY, INC PAYS PARTIAL PREMIUM	Individual or Family HSA Plan (with Health Savings Account)	100% preventative care. Other services covered 100% after deductible is met. Super Vac will match HSA contributions up to $520 (Individual) or $1,040 (Family) per year.
	Individual or Family Copay Plan	Pay a fix amount at each healthcare visit.
	Health Reimbursement Account (HRA)	Reimburses 50% of your out-of-pocket maximum.
SUPPLEMENTAL INSURANCE EMPLOYEE PAYS	Voluntary Dental	Covers Preventative and diagnoses, basic and major services, orthodontics (up to age 19)
	Voluntary Vision	Covers exam, lenses, frames, contact lens
	Short Term Disability Coverage	Covers 60% of your pre-disability for up to 12 weeks
	Long Term Disability Coverage	Covers 60% of your pre-disability up to 65 or SSNRA age
	Accident Insurance	Pays a cash benefit when covered members suffer injuries sustained in an accident.
	Hospital Indemnity Insurance	Cash benefit assists with out-of-pocket cost of hospitalization no covered by major medical insurance
	Critical Illness Protection Plan	Covers mortgage or rent, groceries, out-of-pocket plan costs.

NOTE: Carriers and coverage reflect Super Vac Manufacturing's 2026 Benefits package. Subject to change February 2027.

LIFE INSURANCE

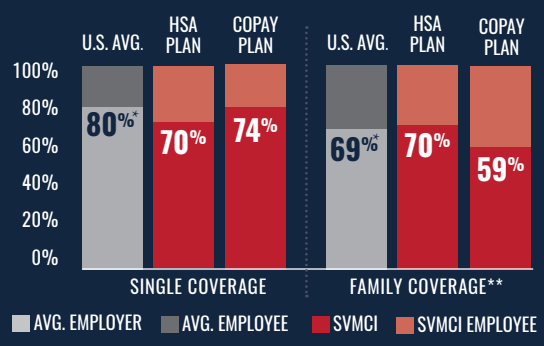
PAID FOR BY SUPER VAC MANUFACTURING COMPANY, INC

SUPER VAC MANUFACTURING LIFE OR DISMEMBERMENT PAYOUT (AFTER 60 DAYS OF EMPLOYMENT)			
LIFE INSURANCE PLAN	**EMPLOYEE**	**SPOUSE**	**CHILD**
BASIC LIFE	$25,000*	$5,000**	$2,500**
AD&D AMOUNT	$25,000*	N/A	N/A

* Paid to designated beneficiary if employee passes away
** Paid to employee if employee's spouse or child passes away

100+ EMPLOYEE PRIVATE U.S. INDUSTRY COMPANIES BENEFIT PLAN COMPARISON

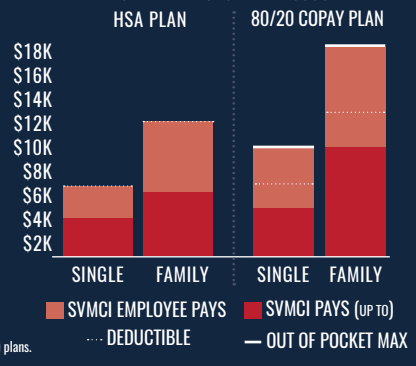
EMPLOYER SHARE OF MEDICAL PREMIUMS ON AVERAGE



*U.S. averages based on private industry employees. **SVMCI also offers Employee + Spouse and Employee + Child(ren) plans.

SUPER VAC HRA PERK

HEALTH CARE REIMBURSEMENT ACCOUNT



SVMCI OFFERS COVERAGE FOR ALL

U.S. WORKERS* WHO HAVE ACCESS TO:

- 4 IN 5 HAVE ACCESS TO MEDICAL HSA PLANS
- 3 IN 5 HAVE ACCESS TO DENTAL/VISION PLANS
- 3 IN 5 HAVE ACCESS TO A LIFE INSURANCE PLAN
- 2 IN 5 HAVE ACCESS TO SHORT TERM DISABILITY
- 2 IN 5 HAVE ACCESS TO LONG TERM DISABILITY
- 3 IN 5 HAVE ACCESS TO EMPLOYEE ASSISTANCE

*Numbers based on private U.S. industry non-union employees.

Source: Bureau of Labor Statistics 2025

GROWTH

FURTHER YOUR CAREER!

CONTINUED EDUCATION / TUITION REIMBURSEMENT PROGRAM (related field only)

Up to **$5,250** per year per employee

Pay increases, based on select certifications

(Classes must be taken on your own personal time.)

WHICH PAYS FOR: (PER YEAR)

2-YEAR COLLEGE* COST PER COURSE	=	**$447**
ONLINE COLLEGE* COST PER COURSE	=	**$1,000**
4-YEAR UNIVERSITY* COST PER COURSE	=	**$1,218**
CERTIFICATIONS*** MECHANICAL CAD (OR) AUTO TRANSMISSION	=	**$1,242**
CERTIFICATIONS*** ADVANCED ELECTRICAL	=	**$1,518**
CERTIFICATIONS*** CDL CLASS A	=	**$3,500**
4-YEAR COMMUNITY COLLEGE TUITION**	=	**$3,700**

OR HELPS OUT WITH: (PER YEAR)

WELDING TECHNICIAN*** CERTIFICATE (45 CREDITS)	=	**$6,210**
4-YEAR UNIVERSITY* ANNUAL TUITION	=	**$10,894**

*In-State Public Average. **Average costs for in-state Northern Colorado/Front Range Schools.
***Certificates based on AIMS Community College Tuition
Source: educationdata.org and aims.edu

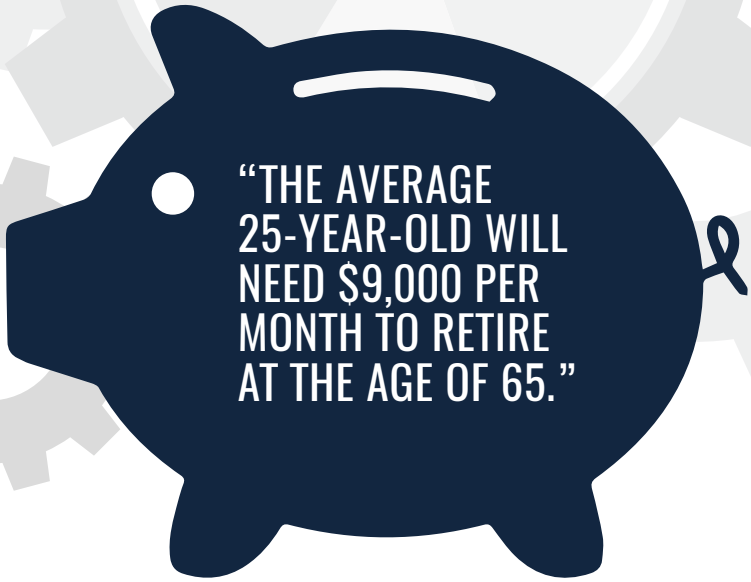
401K PLAN

401K Profit Sharing available to full-time employees after first full year of employment.

RETIREMENT

4%

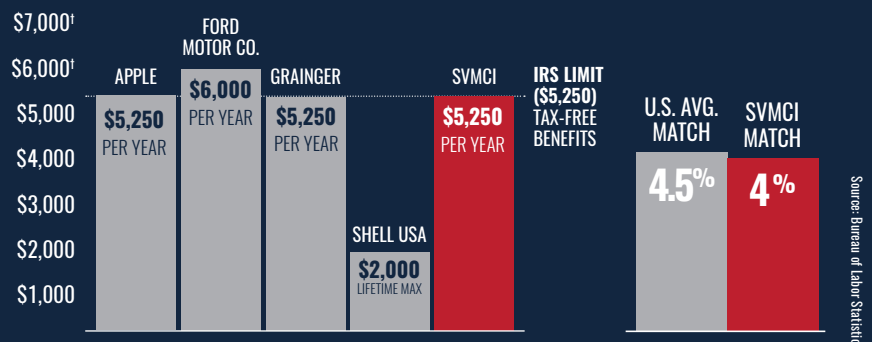
Super Vac Manufacturing will **match up to 4%** of your contributions (pre or post tax)



WHAT IS 401K?

Under a 401(k) plan, employees can contribute a percentage of their salary to their retirement account each month. Super Vac Manufacturing Company, Inc., will match contributions to employee accounts up to 4%.

100+ EMPLOYEE PRIVATE U.S. INDUSTRY COMPANIES BENEFIT PLAN COMPARISON



EDUCATION/TUITION REIMBURSEMENT COMPARISON **401K CONTRIBUTION**

†Tuition benefits paid beyond IRS limited $5,250 amount would be subject to taxation. Source: www.levels.fyi/benefits/Tuition-Reimbursement and company benefit guides.