



CENERGY Power Systems Technologies Inc.

Employee Benefits

The Company offers following Benefits:

Free Health Insurance

The Company offers a comprehensive group health insurance plan which includes benefits for **hospital, surgical, major medical, prescription drug**, primary physician office visits, specialist physician office visits, **pregnancy - maternity services, vision examinations, and many other medical expenses, including accident related dental services**, with a low and advantageous max \$ 2,000 Individual Deductible, and max \$ 6,000 Family Deductible per year.

Individual Out-of-Pocket Maximum \$4,000 per year - Family Out-of-Pocket Maximum \$8,000 per year

Contrary to other common group health insurances offered by most companies, the 2G-CENERGY insurance plan covers 100% after Deductible has been met, not just 80%. Further there is no Lifetime Maximum Benefit Restriction.

The insurance cover is free for the employee, paid 100% by the Company. The employee has the option to enroll family members. The company pays a 50% contribution of the insurance premium for enrolled family members (spouse & children).

Flexible Benefits (Optional Insurances)

The Companies Flexible Benefits program allows tax-free deductions for optional **dental, vision, life insurance**, and **short or long term disability insurance**.

Retirement Benefits IRA/401(k) Matching

The primary benefit of a 401k retirement plan is the favorable tax treatment it receives from the U.S. Government. Dividend, interest, and capital gains are not taxed until they are disbursed. The Company offers a **Match Payment** to all employees that have an IRA/401(k) savings account. The company will match every Dollar of the employee's contribution with 25% up to the first 4% of pay the employee contributes to his/her 401(k) retirement plan. Employees at the company for less than 3 years receive a 25% match; 3 to 6 years receive a 30% match; 6 or more years receive a 35% match.



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Annual Vacation

Employees receive a generous amount of annual vacation leave based on length of service. The amount of leave an employee may carry forward to the next year also varies by years of service.

Service Category	Accrual Rate	Carry-forward Max.
Less than 3 years	1.25 days/mo = 15 days/year	20 days
3 years, less than 6	1.50 days/mo = 18 days/year	30 days
6 years, less than 10	1.66 days/mo = 20 days/year	35 days
10 years or more	2.00 days/mo = 24 days/year	40 days

The number of paid annual vacation days is significantly above the national average for private sector employees. As an example, most employers in Florida offer 10 days vacation.

Holidays

The Company offers **8 paid holidays** in each year. The number of paid holidays is above the national average for private sector employees.

New Year's Day	1
Memorial Day	1
Independence Day	1
Labor Day	1
Thanksgiving Day	1 + 1
Christmas Day	1 + 1

Paid Sick Leave

The Company offers an outstanding paid leave benefit in the event of employee illness or injury. All full-time classified employees earn paid sick leave at a rate of hours equal to 1 day each month. This is equivalent to **12 paid days per year**. There is **no limit** to the amount of sick leave an employee can accumulate year to year. Sick leave may also be used for death in the immediate family or for family illnesses/injuries and medical appointments.



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Annual Increment Pay

Employees with 3 or more years of qualifying service receive annual increment pay in recognition of the value of their past and present service. The annual increment is **\$60** for each full year of qualifying service, and is paid in July of each year. For example, an employee with 12 years' service would receive an additional **\$720** before normal payroll deductions.

Annual Bonus Plan

The objective of the Annual Bonus Plan is to provide employees (as defined below) with a **performance bonus based upon the Company's annual performance** and to promote further alignment of the interests of the employee with those of the Company and its shareholders. The plan shall be in effect beginning with the 2011 fiscal year and remain in effect for each following fiscal year, unless otherwise cancelled or replaced by the Board of Directors.

Eligibility: Employees of the Company deemed eligible, at the Company's sole discretion, are eligible. To receive a bonus, an employee must be employed by or otherwise providing services to the Company as of the last day of the applicable fiscal year, for at least 12 month during that year. The Board of Directors may, in its sole discretion, provide partial bonuses to employees that commence providing services subsequent to the first day of the applicable fiscal year.

Target Levels for Bonus Calculations: The Board of Directors shall approve annual earnings targets prior to the end of the first quarter of the applicable fiscal year based on the Company's operating plan and budget. At the end of the fiscal year (usually during the month of December) the Board of Directors, in its sole discretion, may approve a bonus payment calculated based on a range of potential award amounts for threshold, target and above-target performance. The Board of Directors may adjust up or down the earnings target and ranges for potential bonuses during the fiscal year. The Bonus Plan provides employees the opportunity to receive a discretionary annual bonus payment based on the company's earnings and profits.

Training, Developmental Opportunities - Funding of Education Tuition Reimbursement

Being part of a large and diverse organization, 2G-CENERGY and its affiliated holding company 2G in Germany offer employees many opportunities for **advanced training and education**. Formal in-house training classes include technical training, communications skills, supervision/leadership, computers, and information technology. We also offer **tuition reimbursement** for job-related training and education provided by approved technical schools and colleges, up to \$ 1,000 per year for eligible employees.



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Employee Benefits

Mobile Phone

Employees that are required to travel for the Company will receive a **free Cell Phone**.

Working Hours / Office Hours

08:00am – 05:00pm

A Great Place to Work

What makes our company a great place to work boils down to three very simple things:

- 1. Our Employees**
- 2. Our Culture**
- 3. Our Leadership**

Our Environment

We have a unique work environment that needs high-energy people, who are passionate about modern, advanced, and clean energy technologies, the difference we as a Company can make to the environment, and as a matter of course the advancements you can make to your professional career. Our goal is "to provide the very best technologies that are best-in-class, and always give our customers more than expected." That defines our principles. By being better than our competition, we have gained the trust and earned the respect of our customers. This is what makes our company a great place to work.

We come to the office every day with a focus on doing great work and making a difference. As you walk through our state-of-the-art factory in Germany, you can feel the energy from your fingers to your toes. A young and energetic environment full of ideas, passion for quality, and a sense of reliability is what makes our company successful and helps us smile when we shut off our computers each night.