

**Wages and Fringe Benefits for ST Employees:
Benefits:**

Physical and Drug Screens: JDA pays for all physicals, drug screens and also pays the lost time as a result of taking a physical or drug screen.

Medical and Dental Insurance: Employees receive group medical, vision and dental insurance after probation.

Life Insurance: Employees also receive a benefit of \$15,000.

Uniforms and Safety Equipment: JDA provides uniforms and safety equipment to employees at the company's cost.

Paid Holidays: All employees are eligible for 10 paid holidays per year.

Vacations: Regular full-time and part-time employees can accumulate vacation leave with pay according to the following schedule:

Length of Employment in Months	Number of Vacation Days Per Month	Maximum Number of Days Per Year
0-24	1.0	12
25-36	1.25	15

Employees who work fewer than forty (40) hours per week accumulate vacation leave on a prorated basis.

Sick Leave: Regular full-time employees can accumulate sick leave with pay at the rate eight (8) hours per month. Regular part-time employee and Limited Term can accumulate sick leave at the prorated equivalent. Accrued sick leave may be carried over from year to year with no maximum accrual limit.

Bereavement Leave: All regular full-time employees may be granted up to three days of leave immediate family. Regular part-time employees are entitled to bereavement leave with pay prorated to the number of authorized hours over a three-day period.

Jury Duty Leave: Any employee who is summoned to perform jury is required to show his/her summons to her/his supervisor. The employee is then eligible to receive full payment for time served, minus the stipend amount received.

Wages: See Attached.

Jovenes de Antaño Employee Pay Rates as of January 1, 2011

Position	Pay rate as of January 1, 2011
Transportation Coordinator	\$ 13.03
Driver	\$ 11.75
Driver	\$ 11.40
Driver	\$ 10.35
Driver	\$ 9.16
Driver	\$ 9.86