



# Your Total Rewards as Part of the SABIC Family



## Thinking about Joining SABIC?

There are many rewards to becoming a member of the SABIC team—rewards that go well beyond your paycheck! At SABIC, we pride ourselves on attracting and retaining talented and innovative employees through our comprehensive benefits choices, competitive pay, and career development opportunities. No matter where you are in your career and your life, our benefits package is designed to support your unique personal and professional goals, and includes:

**Health and Welfare Benefits**—programs that allow you to take care of yourself and your family, now and in the future.

**Time-Off Benefits**—give you time to take care of personal business, or spend time as you choose.

**Work/Life Balance Benefits**—help you develop your career, manage your mental and physical health, and improve your overall quality of life.

**Retirement Benefits**—build the financial foundation necessary to support your retirement income needs.

### Health and Welfare Benefits

*Health and Welfare benefits give you peace of mind. Your medical, dental, vision, life and disability insurance needs are as unique as you are. Our health and welfare benefits cover a variety of plan options to meet your personal situation and budget.*

#### Medical

SABIC is committed to providing high-quality health care coverage options designed to help you and your family maintain good health. Each of the three plans offered provide comprehensive medical coverage—either in or out-of-network—through a network of health care providers.

- **SABIC Health Care Preferred (HCP)**
- **SABIC—Plan for Health Option A**
- **SABIC—Plan for Health Option B**

#### SABIC Health Care Preferred (HCP)

When you see your primary care physician and are referred to other providers within the HCP network, your care is covered at 100%. There is a deductible for services obtained in-network and some services may require a co-payment.

Other SHCP network advantages include:

- Coordinated care through your primary care physician;
- Low out-of-pocket costs for covered services;
- Full coverage for preventive care; and
- No claim forms to file.

#### SABIC Plans for Health Option A and B

The SABIC Plan for Health combines a health plan with a Health Savings Account (HSA) funded by you and SABIC with pre- and/or post-tax contributions. An HSA helps you plan, save and pay for health care. The funds in your HSA are invested through a bank associated with your health plan according to the investment options you choose. This means your money can potentially grow year over year—allowing you to accumulate funds for future medical expenses.

## Prescription Drug

You automatically receive prescription drug coverage when you enroll in a SABIC Medical Plan.

## Behavioral Health/Substance Abuse

When you enroll in a SABIC Medical Plan, you automatically receive Behavioral Health/Substance Abuse coverage. This coverage provides access to a network of psychiatrists, psychologists, certified addiction counselors, social workers, hospitals and treatment centers to treat your own or your covered dependents' behavioral health and substance abuse issues.

## Dental

The Company offers a choice between two dental plans—basic and premium. Both plans cover checkups, cleanings, X-rays, fillings, orthodontia and other major services.

- **Basic Dental Plan**—Provides basic dental care benefits.
- **Premium Dental Plan**— Provides basic dental and additional coverage for major restorative dental care.

## Vision

You also have a choice of two vision plans—basic and premium. Both plans cover eye examinations, frames and spectacle lenses, and contact lenses. They also offer in-network allowances.

- **Basic Vision Plan**—Provides basic vision plan benefits and has higher out-of-pocket expenses
- **Premium Vision Plan**— Provides basic and premium vision plan benefits and has lower out-of-pocket expenses

## Flexible Spending Accounts

Flexible spending accounts (FSAs) allow you to pay for certain expenses with tax-free dollars. You'll have the opportunity to enroll in two different FSAs for health care depending on which SABIC Medical Plan you participate with and a Dependent Care Flexible Spending Account.

- **Health Care FSA**—allows you to pay for eligible expenses including deductibles, copayments, coinsurance and other costs not covered by your health care (medical, prescription, mental health/substance abuse, dental, vision) plans. This account can only be elected by the SABIC Health Care Preferred participants.
- **Limited Purpose FSA**- If you elect SABIC Plan for Health Option A or B, there will be an impact on your Health Care Flexible Spending Account (FSA). Your HSA funds will be used to pay eligible medical, behavioral health, prescription drug expenses and coinsurance. You may only need to contribute enough to your FSA to cover vision and dental expenses.
- **Dependent Day Care FSA**—allows you to pay for eligible dependent day care expenses so that you and a spouse can work or attend school full time.

## Life Insurance and AD&D

SABIC provides Basic Life Insurance and Accidental Death & Dismemberment (AD&D) coverage that protects your loved ones financially in the event of your death. The company pays the full cost of your Basic Life (2.5 X Pay) and Basic AD&D (1.5 X Pay) insurance coverage. You also have the option of purchasing additional financial protection through the Supplemental Life and Voluntary AD&D benefits. The Supplemental Life benefit is referred to as the SABIC A+ Enhanced Life insurance and includes additional coverage for your spouse

and dependent children. You can also choose to cover eligible dependents under the Voluntary AD&D benefit, by electing family coverage.

### **Salary Continuation and Short-Term Disability Plans**

The Company automatically provides the Salary Continuation Plan for salaried employees and the Short-Term Disability Plan for hourly employees. These plans offer limited income replacement financial protection for up to six months due to an illness, injury or other serious medical condition. This is 100% Company paid.

### **Long-Term Disability**

Long-Term Disability provides important income replacement protection in the event you are unable to work due to an illness, injury or other serious medical condition. You pay the full cost of this coverage, which is designed to provide you with income replacement financial protection after your Short-Term Disability or Salary Continuation Plan benefits have been exhausted.

### **Long-Term Care**

You also have the opportunity to purchase Long-Term Care insurance for you and eligible family members to help pay custodial care expenses in the event of a long-term or chronic illness that prevents individuals from caring for themselves. Long Term Care coverage covers nursing home facilities, assisted living facilities, and home care.

### **Time-Off Benefits**

*You can use your time off to take it easy or to take care of family business—either way, it's important to have time to renew and refresh yourself.*

### **Vacation**

The number of vacation days you are eligible to take each year depends on when you joined the Company and the length of your continuous service.

### **Holidays**

The holiday schedule is determined by your region and is announced each year.

### **Personal Time Off**

In addition to your vacation time, both Exempt and Non-exempt employees may be eligible for Personal Time Off; Management approval is required. In addition, paid time off is available for a death in the family and jury duty; differential pay is available for certain military training or disaster relief duty.

### **Family and Medical Leaves of Absence**

In addition to disability coverage, your business may provide unpaid leaves of absence to allow you to attend to personal, medical and certain family-care needs.

### **Work/Life Balance Benefits**

Work/Life Balance Benefits can help you develop your career, improve your mental and physical health, and assist with certain family needs.

### **Employee Assistance Program (EAP)**

All employees have access to the Employee Assistance Program. These services include personal and confidential assessments and counseling and referral services to help employees and their families cope with a variety of concerns, such as stress, marital and family conflicts and depression.

### **Adoption Assistance**

Provides financial assistance up to \$4,000 per adopted child, counseling and referral services for employees who adopt a child. A selection of resources to guide and support new adoptive parents as they welcome their new child home is available to you.

### **Parenting Assistance**

Provides tips on parenting, addressing learning difficulties and managing conflicts with teachers.

### **Child Care Assistance**

Resource and referral programs help parents identify public or private schools, pre-school through college and beyond. Provides “school report cards” and helps locate tutoring options and enrichment programs.

### **Counseling on Education and Careers**

Assistance to you and/or your children to help select a school, plan for college and manage your career.

### **Elder Care Assistance**

Counseling and referral services that cover a variety of elder care needs.

### **Legal and Financial Information Services**

Provides an in-depth financial need analysis from a qualified staff member of the Employee Assistance Program. The team of financial experts includes certified financial planners, certified tax preparers, enrolled agents, CPAs and professionals from both the banking and insurance industries.

### **Emergency and Family Aid Plan**

Loans and grants are available to help employees with immediate financial needs caused by a natural disaster or unexpected personal emergency. If you are a Company employee eligible to participate in a Company-sponsored medical or dental plan, you can apply for emergency aid once you have 30 days of service credits.

### **Education Benefits**

Educational Reimbursement assistance and loan programs help you acquire the skills you need to succeed in your job and develop your career. Benefits include tuition reimbursement for courses related to your current or potential field of work, and educational loans to finance education for you and your eligible family members.

### **Retirement Benefits**

What do you want to do when you retire? Whatever your goals are, the SABIC U.S. Employee Retirement Savings Plan, which includes both a contributory and non-contributory component, is a powerful tool to help you save for the future.

### **U.S. Employee Retirement Savings Plan**

The SABIC U.S. Employee Retirement Savings Plan can help you save for the future. Valuable tax benefits and two types of company contributions work together with your own savings to help bring you closer to your financial goals.

The Company offers an auto-enrollment feature that automatically enrolls you in the Retirement Savings Plan after 30 days of joining the Company, if you do not make an active election to participate in the Plan.

The company offers two investment portfolios: Core Funds (9 funds) and Lifecycle Funds (7 funds). Additionally, a self-directed brokerage window account is also available for the SABIC U.S. Employee Retirement Savings Plan. Through this account, you may invest in thousands of different mutual funds using the money that is already in your Retirement Savings Plan.

- You can contribute up to the lesser of 80% of your pay up to the 2014 IRS Limit of \$52,000 in pre-tax, Roth 401(k), and post-tax contributions.
- The company matches \$0.50 for each \$1.00 of the first 8% of eligible pre-tax, Roth 401(k), or after-tax pay that you contribute to the plan, helping you reach your savings goals faster.
- Pre-tax contributions are limited to the 2014 IRS Limit of \$17,500.
- You are also eligible to make Roth 401(k) contributions to the plan. The combined total of your Roth 401(k) and pre-tax contributions is limited to the 2014 IRS Limit of \$17,500. Roth 401(k) contributions are made on a post-tax basis and grow tax-free.
- If you're age 50 or above (or will turn age 50 in the calendar year), you can also make a catch-up contribution up to the 2014 IRS Limit of \$5,500 of combined pre-tax and Roth 401(k) catch-up contributions in 2014. These catch-up contributions are not taken into account for purposes of the 2014 IRS Limit of \$52,000 and there is no Company match on catch-up contributions.
- You vest—or earn ownership of—company matching contributions **immediately**. You're always 100% vested in your own contributions and their earnings.
- You can borrow money from your account and pay yourself back with interest. You may also be able to withdraw money if you're facing a financial hardship.

#### **Employer Retirement Contribution Account**

- Whether or not you participate with your own contributions in the U.S. Employee Retirement Savings Plan to receive a Company matching contribution, the Company will automatically set up an Employer Retirement Contribution Account equal to 5% of your eligible pay each pay period.
- For this account, you vest—or earn ownership of—100% of the Employer Retirement Contribution Account **after 3 years of service** with the Company.
- Since these non-contributory Company contributions are meant to assist our employees attain adequate retirement income, the Company has limited the types of transactions allowed by employees for this account. For example, you **cannot** borrow money from your **Employer Retirement Contribution Account**. Additionally, you cannot withdraw money from this account if you're facing a financial hardship. If you leave the company, you can take your vested balance with you and keep it growing by rolling it over into an individual retirement account.

## **Ready to Join Our Team?**

We hope this benefits overview has provided valuable input as you make your employment decision! As a SABIC employee, you receive so much more than a paycheck. Your Health and Welfare and Retirement benefits programs add tremendous value to you and your family. We look forward to welcoming you to our team.

*This summary has been prepared by SABIC's Corporate Benefits Department and the utmost care has been taken to ensure its accuracy. In the event there is a discrepancy between this document and the actual detailed provisions of these plans as outlined in the plan documents, the plan documents will control. This document is being provided for informational purposes and does not create a contract of employment between SABIC and any individual. SABIC reserves the right to terminate, amend, eliminate or replace any program, plan or benefit at its discretion at any time to the extent permitted by law.*