

Twin Cities & Western Railroad Company - Schedule of Benefits as of 07/01/05
 Subject to change, based on full-time regular employment - see Employee Handbook for more details

Position:		Full Rate of Pay:	Training Rate of Pay:	
Annual Cost of Living Adjustment occurs July 1. Overtime paid after 40 hours in one week. Subject to Railroad Retirement withholdings (vs. Social Security). Not subject to Pay Policy until end of Introductory and Training Period, if accepted				
BENEFIT Policy Number	Renewal Dates	Covers	Employee's Cost	Eligibility
Health Medica Choice 47338	07/01/07	Briefly stated: Coverage when using Medica providers (\$15 co-pay for doctors' visits & between \$12 and \$32 co-pays (depending on generic or brand)). \$1,250 maximum out of pocket per person and \$3,750 per family per calendar year.	Employee: \$0.00 Employee & Spouse: \$280.31 (month) Employee & child(ren): \$148.77 Employee & Family: \$366.55	No waiting period if enrolled at time of hire (some waiting periods if "late entrance"), covers on or off the job issues. TCW pays 100% of employee's premium and 50% of dependents' coverage (remaining 50% shown to the left broken down into tiers).
Life & ADD Jefferson Pilot	07/01/07	\$25,000 + \$25,000 Accidental Death and Dismemberment	\$4.50 (Life) \$0.75 (ADD)	No waiting period, paid by TCW
Voluntary Life Jefferson Pilot	Increments of \$10,000, up to 5 times your annual salary, guarantee issue \$30,000. Coverage above the \$30,000 guaranteed will be approved or declined by Jefferson Pilot, additional paperwork will be required. Additional information is provided w/ enrollment forms			
Vacation	Seasonal employees are eligible to receive 4 hours of vacation time for each full month worked after completing the initial six months at TCWR.			
Premium Pay	Additional \$2 per hour for actual hours worked during premium times.			
Holidays	Seasonal employees are eligible for all Company set holidays when they are available for work before and after the holiday according to Employee Handbook policy			
401(k) and Incentive Comp	Award (if any) determined each year. 401(k) salary deferral available immediately. Incentive Comp requires working 1000 hours in year, employed last day of year. Two year vesting period			