

## SolarWorld 2010 benefits overview chart

### HEALTH & WELLNESS SECURITY

Benefit	Paid by	Eligibility	You receive
Medical Plans	Shared by company and employee	First of the month following date of hire (DOH)	Choice of 3 plans: Regence \$250 PPO, Regence \$1,500 HDHP with company HSA contribution, or Kaiser HMO (where available). Includes preventative care, hospitalization, office visits, and prescription, as well as wellness incentives.
Dental	Company and employee	First of the month following DOH	Two options to choose from: 1 PPO and 1 DMO. The DMO plan is an association of dentists that provides all of your dental care. All plans are comprehensive and cover diagnostic and preventative dental services, basic dental services, major dental services and orthodontic care.
Vision	Company and employee	First of the month following DOH	Covers annual routine eye exams, frames and lenses. \$150 allowance towards contact lenses.
Flexible Spending Accounts	Employee	First of the month following DOH	Health care and dependent care accounts. Pre-tax savings on out-of-pocket medical and dependent care.
Health Savings Account	Company and employee	Upon enrollment in HDHP	A special tax-advantaged account that you can use to pay for qualified medical expenses. If you enroll in the HDHP, SolarWorld will make a contribution to your Chase HSA.
Employee Assistance Program	Company	First of the month following DOH	24-hour confidential counseling and referral services for you and your family members for marital issues, legal and financial difficulties, drug and alcohol abuse, depression, stress, etc.
Basic Life & Accidental Death & Personal Loss	Company	First of the month following DOH	Pays a death benefit of 2 times basic annual earnings, not to exceed \$750,000. Additional benefit paid on accidental death or partial loss.
Short-Term Disability Insurance	Company	First of the month following DOH	Benefit of 60% of weekly pay up to \$2,500. Starts 1st day of injury or 8th day of illness. Maximum benefit period, 90 days.
Long-Term Disability Insurance	Company	First of the month following DOH	Benefit of 60% of monthly base pay up to \$10,000. Starts following 90-day waiting period. LTD benefits may continue until Social Security Normal Retirement Age.
401(k) Plan	Employee with company match	After 3 months of service; must be 21 or older	SolarWorld will match 50% of your deferrals of up to 6% of your pay. Maximum match is 3% of pay.

### INCOME PROTECTION



Benefit	Paid by	Eligibility	You receive
Vacation	Company	Immediately	Non-Exempt (hourly) employees earn 160 hours (4 weeks) annually. Exempt (salaried) employees earn 192 hours (4 weeks, 4 days) annually, with an 8-hour kicker earned when an the employee has taken a continuous 10 days of vacation.
Holidays	Company	Immediately	10 holidays are recognized each year.
Sick Leave	Company	Immediately	48 hours each calendar year for personal or family illness or medical appointments. (Prorated from date of hire.)
Bereavement	Company	Immediately	Up to 4 days upon the death of an immediate family member.
Federal & State Mandated Leaves	Varies by State	Varies by State	May be eligible to take up to legally required maximum number of weeks. Job protection and continuation of benefits as required by law.
Education Assistance	Company	90 days Non-Exempt; 120 days Exempt	SolarWorld will reimburse you up to 100% of the cost of tuition, books and fees for approved undergraduate and graduate level education. Annual limits and taxation applies to some reimbursements.
Employee Referral Bonus	Company	Immediately	Receive a referral bonus for recommending a job candidate who is hired to fill a position at SolarWorld.
Solar2U	Company and Employee	Immediately	Discounts on SolarWorld Sunkits® and assistance with finding contractors and financing.
Voluntary Term Life	Employee	At any time	Amounts available in \$10,000 increments up to 5 times your annual earnings up to \$500,000. Spouse and dependent children coverage available.
Voluntary Accidental Death & Dismemberment	Employee	At any time	Amounts available in \$25,000 increments up to \$500,000. Spouse and dependent children coverage available.

TIME-OFF PROGRAMS

OTHER BENEFITS