



**ALZETA CORPORATION  
SUMMARY OF EMPLOYEE BENEFITS**

<b>BENEFITS</b>	<b>WHO PAYS</b>	<b>WHEN ARE YOU ELIGIBLE</b>	<b>WHAT YOU RECEIVE</b>
VACATION	ALZETA	The first day of the month following 3 full months of employment	10 days paid time off per year
HOLIDAYS	ALZETA	When you have worked the last scheduled day before and the first scheduled day after the holiday	10 days paid time off per year
GROUP HEALTH AND DENTAL INSURANCE	ALZETA and you	The first day of the month following your first full month of employment.	Hospital, Medical, and Dental Group Insurance coverage for you and your dependents
SICK LEAVE	ALZETA	The first day of the month following 3 full months of employment	12 days per year during period of illness, injury or bereavement
GROUP TERM LIFE INSURANCE	ALZETA	The first day of the month following or coincident with your date of hire	Insurance equal to your salary to a maximum of \$50,000
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE	ALZETA	The first day of the month following or coincident with your date of hire	Insurance equal to your salary to a maximum of \$50,000
401K PROFIT SHARING PLAN	ALZETA and you	When you have accrued six months of continuous service and 750 hours of service	A tax deferred self-directed investment and savings fund

2343 Calle Del Mundo  
Santa Clara, CA 95054  
Fax 408 ▲ 727 ▲ 9740  
408 ▲ 727 ▲ 8282

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**SUMMARY OF EMPLOYEE BENEFITS (CONCLUDED)**

<b>BENEFITS</b>	<b>WHO PAYS</b>	<b>WHEN ARE YOU ELIGIBLE</b>	<b>WHAT YOU RECEIVE</b>
INCENTIVE STOCK OPTION	ALZETA	At a time set by Alzeta	Options for the future purchase of Alzeta stock
LONG TERM DISABILITY	ALZETA	On the date you are employed by Alzeta	60% of base wages up to a maximum of \$7500 per month, beginning on the 91st day of total disability
JURY COMPENSATION	ALZETA	On the date you are employed by Alzeta	Payment of difference between your base wages and Jury Service wages for a maximum of 100 hours
WORKERS' COMPENSATION INSURANCE	ALZETA	On the date you are employed by Alzeta	Medical treatment and weekly occupational compensation
STATE DISABILITY INSURANCE	You	You are eligible if you have been covered by the State Disability Insurance Program for at least 7 months with Alzeta or any other California employer covered by the law	Weekly disability payments based on your base wages subject to a maximum of 52 weeks
SOCIAL SECURITY	ALZETA and you	On the date you are employed by Alzeta	Financial assistance and Medicare at retirement
SEMI-MONTHLY SALARY / Wages	ALZETA	At time of hire until termination at will by you or Alzeta	Competitive and equitable salary / wages