

NEW HIRE BENEFIT HIGHLIGHTS

Employees are eligible for the benefits described in this document if they are on a U.S. dollar payroll and are designated as a full-time employee, part-time employee, summer college student hire or co-op employee working at least 20 hours a week. Employees and their eligible dependents become eligible for benefits on first calendar day of the month following their date of hire (or on their date of hire, if they are hired on the first calendar day of the month). Employees must make benefit elections within **31 days** of their hire date or they will receive the default coverage.

BENEFIT	OVERVIEW	DEFAULT COVERAGE	CARRIER/ADMINISTRATOR
Medical	<p>Three plan options:</p> <ul style="list-style-type: none"> • Select EPO — in-network only; most comprehensive with the highest contribution rates. • Choice PPO — in-network and out-of-network coverage; higher deductibles and out-of-pocket maximums than Select EPO; middle contribution rates. • Value Consumer-Directed Health (CDH) Plan — in-network and out-of-network coverage; lowest coverage and lowest contribution rates; includes Company contribution to an HSA. 	“Employee Only” coverage under the Choice PPO option.	Aetna 1-800-269-5314 www.aetna.com
Health Savings Account (HSA)	<p>Account for employees enrolled in the Value CDH Plan that they can use for out-of-pocket health care costs.</p> <ul style="list-style-type: none"> • Company contributes \$500 for “Employee Only” coverage or \$1,000 for “Family” coverage. • Employees can make their own pre-tax contributions. • 2015 annual limits are \$3,350 for “Employee Only” and \$6,650 for “Family” coverage (additional \$1,000 in catch-up contributions for employees age 55+). • Money remaining at the end of the year rolls over to the next year. 	<p>Employees must make their HSA election and then set up an account with Fidelity.</p> <p>Automatic coverage for employees who enroll in the Value CDH Plan and set up an HSA with Fidelity.</p>	Fidelity 1-866-771-5225 www.netbenefits.com
Dental	<p>Employees can go to any dental provider, however, they will pay less if they use an in-network dentist. Two plan options:</p> <ul style="list-style-type: none"> • Comprehensive Dental Plan — covers routine and diagnostic services, fillings, dental surgery, major restorations and orthodontia; higher contribution rates. • Preventive Dental Plan — covers routine preventive care and diagnostic services only; lower contribution rates. 	“Employee Only” coverage under the Comprehensive Dental Plan option.	Aetna 1-800-269-5314 www.aetna.com
Vision	<p>Employees can go to any provider, however, they will pay less if they use an in-network VSP provider. Coverage includes corrective eye exams, eye glass frames, eye glass lenses, contact lenses and contact lens fitting and evaluation.</p>	Employees must actively enroll within 31 days of their date of hire.	VSP 1-800-877-7195 www.vsp.com
Employee Assistance Program (EAP)	<p>The EAP is provided at no cost to employees and their dependents. It offers confidential counseling and support by phone or online and includes up to six face-to-face counseling sessions per person per incident.</p>	Employees and their dependents are automatically enrolled upon their hire date.	Aetna 1-866-841-9377 www.aetnaeap.com Company ID: MYCPEAP

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Flexible Spending Accounts (FSAs)	<p>Employees set aside pre-tax money to reimburse themselves for eligible expenses. Money remaining in an FSA at the end of the plan year is forfeited and contributions do not roll over from year to year. Three account options:</p> <ul style="list-style-type: none"> • Health Care Flexible Spending Account — for certain medical, dental, vision and hearing expenses not reimbursed by other health plans. Annual contribution limit is \$2,500. • Limited Purpose Flexible Spending Account — for eligible dental and vision expenses for employees enrolled in the Value CDH Plan. Once the Value CDH Plan deductible is met, employees can use the account for eligible medical expenses. Annual contribution limit is \$2,500. • Dependent Care Spending Account — for qualified dependent care expenses for children under age 13 and disabled dependents. Annual contribution limit is \$5,000. 	<p>Employees must actively enroll within 31 days of their date of hire.</p>	<p>Aetna 1-888-238-6226 www.aetna.com</p>
Company-Paid Income Protection	<p>The Company provides the following coverage at no cost to employees:</p> <ul style="list-style-type: none"> • Basic Life Insurance — 1x annual pay rounded up to the next higher \$1,000 (if not already a multiple of \$1,000); minimum of \$10,000 and maximum of \$250,000. • Basic Accidental Death and Personal Loss (AD&PL) Insurance — 1x annual pay rounded up to the next higher \$1,000 (if not already a multiple of \$1,000); maximum of \$250,000. • Occupational AD&PL Insurance — \$500,000; pays a benefit if employee accidentally dies while on the job. • Business Travel Accident Insurance — 1x annual pay; pays a benefit if employee is seriously injured or dies while traveling on Company business. 	<p>Employees are automatically enrolled upon their hire date.</p>	<p>MetLife</p>
Voluntary Income Protection	<p>Employees can elect the following voluntary coverages and pay through after-tax payroll deductions:</p> <ul style="list-style-type: none"> • Supplemental Life Insurance — employee coverage of 1x to 8x annual pay rounded up to the next higher \$1,000 (if not already a multiple of \$1,000); minimum of \$10,000 and maximum of \$500,000; maximum of basic and supplemental combined is \$750,000. • Spouse Life Insurance — \$30,000 to \$250,000 in \$10,000 increments. • Child Life Insurance — \$5,000 or \$10,000 for each child. • Supplemental AD&PL — employee coverage in \$10,000 increments with minimum of \$50,000 and maximum of 10x annual pay or \$1,000,000; dependent coverage is a percentage of employee coverage. • Long-Term Disability — coverage of 50% or 60% of basic monthly earnings to a maximum of \$12,000 per month. 	<p>Employees must actively enroll within 31 days of their date of hire.</p>	<p>MetLife</p>

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Critical Illness Plan	Employees can elect voluntary critical illness insurance in amounts of \$10,000, \$20,000 or \$30,000 for themselves and their eligible dependents. Coverage provides a lump-sum payment upon the diagnosis of certain serious health conditions.	Employees must actively enroll within 31 days of their date of hire.	MetLife 1-800-438-6388
Group Legal Plan	Coverage includes assistance from a licensed attorney on a number of legal matters for the employee and all eligible dependents.	Employees must actively enroll within 31 days of their date of hire.	Hyatt Legal 1-800-821-6400 info.legalplans.com
Group Home & Auto Insurance	Employees can pay group rates for homeowners, automobile, condominium and renters insurance. Employees pay Liberty Mutual directly for coverage — contributions are not taken through payroll deductions and enrollment is not part of the new hire enrollment process.	Employees can enroll at any time directly through Liberty Mutual.	Liberty Mutual 1-800-837-5254 www.libertymutual.com/cpchem
401(k) Savings Plan	Employees can contribute 1% to 40% of eligible earnings to the plan on a pre-tax, Roth 401(k) or after-tax basis. The annual IRS contribution limit for 2015 is \$18,000. The Company makes these contributions: <ul style="list-style-type: none"> • Company match — the Company matches employee pre-tax and Roth 401(k) contributions at a rate of 75¢ per dollar, up to 6% of pay (note: the match is 25¢ per dollar, up to 5% of pay for Performance Pipe hourly employees). • Profit-sharing contributions — based on Company performance, the profit-sharing contribution ranges from no contribution up to 8% of pay based on the amount the employee contributes on a pre-tax and Roth 401(k) basis (note: Performance Pipe hourly employees are not eligible for profit-sharing contributions). 	Employees are automatically enrolled for a pre-tax 401(k) contribution of 3% for the first year with 1% increases each year to a maximum of 8%.	Fidelity 1-866-771-5225 www.netbenefits.com
Retirement Plan	A pension plan paid entirely by the Company. Employees hired after July 1, 2014 participate in the Stable Value formula in which the Company contributes an amount equal to 15% of eligible pay each month. Employees are vested after three years of vesting service. Performance Pipe hourly employees are not eligible for the Retirement Plan.	Employees and their dependents are automatically enrolled upon their hire date.	Fidelity 1-866-771-5225 www.netbenefits.com