



# AMVAC CHEMICAL CORPORATION

## Axis, Alabama 2010-2011 Benefits Summary

### **Medical Insurance**

**Anthem Blue Cross Blue Card Classic PPO** – The Blue Card Classic PPO plan offers employees extremely affordable and rich coverage with the freedom to choose your own doctor. The plan features two levels of coverage so you and your family can receive the care needed to maintain good health.

### **Dental Insurance**

**Guardian PPO Plan** – The PPO dental plan provides greater benefits when you receive care from a contracted dentist; you may also see non-network dentists for your dental care.

### **Vision Insurance**

**Anthem Blue Cross Blue View Vision Plan** – The Anthem Blue Cross vision plan includes a \$25 copay for eye exams and no copay for prescription glasses or contacts.

### **Employee Assistance program (EAP)**

**EAP** – AMVAC offers you and your family members access to a professional counseling service to assist employees and their family members through periods of personal difficulty.

### **Life Insurance**

**Basic Life and AD&D** – All eligible full-time employees are provided with \$25,000 of basic group life and AD&D insurance, \$5,000 for spouses and \$2,500 for each child – all at no cost to you.

**Voluntary Life** – You may purchase additional group term life insurance in amounts up to \$500,000. Spouse and dependent coverage is also available.

### **Flexible Spending Plans**

**Health Care FSA** – You may set aside up to \$10,000 pre-tax per year to pay for eligible health, dental and vision care expenses.

**Dependent Care FSA** – You may pay dependent care expenses of up to \$5,000 per year on a pre-tax basis.

### **Retirement Plan**

**401(k) Savings Plan** – The 401(k) Savings Plan with the company match provides you with a wide array of investment options to help you save for a secure retirement.

### **Employee Stock Purchase Plan (ESPP)**

The Employee Stock Purchase Plan provides eligible employees with the opportunity to purchase shares of American Vanguard Corporation common stock at a discount from the market price through voluntary automatic payroll deductions.

### **STD**

**AFLAC** – The short term disability insurance pays benefits (i.e., a monthly amount that is a percentage of your gross income) for a period of time while you are disabled. The company allows for payroll deduction on a pretax basis.

**Chemistry....for life!**