



GULF INTERSTATE FIELD SERVICES

SUMMARY OF EMPLOYEE BENEFITS

GROUP HEALTH BENEFIT PLAN

Note: Your premium payments for these coverage's will be paid with pre-tax dollars. The health benefit plan is a Group Supplemental Hospital Indemnity & Group Term Life / AD&D Insurance Plan and is fully insured by Pan-American Life and is administered by USNow. Employees have up to 30 days from their date of hire to enroll in the Plan or they must wait until the next open enrollment date. The plan goes into effect for employees on the 1st day of the month following 30 days of employment. The plan can be rolled over into COBRA payments for up to 18 months after completion of employment with GIFS.

Enrollment in the Health Benefit Plan Includes:

- Medical and Hospital Benefits
- Prescription Card
- Vision and Dental Plan Benefits
- \$5,000 Employee Life Insurance Benefit

Medical Plan Costs per Month:

Employee Only (\$203.00), Employee + (Child or Spouse) (\$374.00), Employee + Family (\$534.00)

Combined Dental/Vision Costs per Month:

Employee Only - \$19.80 Employee + Spouse - \$41.80
Employee + Children - \$52.24 Family - \$74.24

401 (k) SAVINGS PLAN

Employees will be eligible to participate in the Gulf Interstate Engineering Company Savings Plan on any January 1, April 1, July 1 or October 1 following their date of hire. Participants may invest from 2% to 75% of their pre-tax salary (amount of salary deferral may not exceed maximum specified by IRS each year). Effective January 1, 2008, the Company will match 100% of the first 6% of your base salary that is contributed to your 401k. This increase in Company match makes Gulf's contribution one of the highest in the industry, providing employees with greater opportunity to plan and manage their long-term retirement goals. Contributions are 100% vested at all times.

ACCURATE AND ON TIME PAYROLL & EXPENSE REIMBURSEMENT

GIFS is committed to paying its employees accurately and on time and utilizing time saving and efficient tools to expedite those tasks. GIFS offers direct deposit of its biweekly payroll checks and processes and pays expense reimbursements on a biweekly basis as well.

WORKMAN'S COMPENSATION AND OTHER BENEFITS

Personnel of GIFS are NOT contractors, but are employees of the company, so they are fully covered by Workman's Compensation. Also, all applicable state and federal taxes are withheld and each employee will receive a W-2 form annually.