

# EMPLOYEE BENEFITS SUMMARY

**The following highlights the benefits full-time employees at St. Mary Land & Exploration Company participate in:**

## **MEDICAL, Rx, VISION AND DENTAL INSURANCE**

Insurance is provided to you and your dependents. Insurance premiums are \$1.00/month for employee coverage and an additional \$1.00/month for dependent coverage. The medical plan also provides a prescription card. Eligibility for coverage is the first day of the next month.

## **SECTION 125**

Flexible spending is for non-reimbursable medical and dental expenditures and dependent day care costs. Participating in this benefit with pre-tax money may lower your taxable income. Eligibility for coverage is the first day of the next month.

## **LIFE INSURANCE**

Upon hire, you are eligible for life insurance coverage at no cost. The coverage is equal to 2½ times your annual salary. Life insurance is also carried on your eligible dependents at no cost to you.

## **SHORT-TERM DISABILITY (STD) AND LONG-TERM DISABILITY (LTD)**

STD and LTD insurance is provided at no cost. Eligibility is upon hire. STD is effective for the 90 days prior to LTD coverage. LTD is effective on the 91st day of disability.

## **CHARITABLE CONTRIBUTIONS**

St. Mary Land & Exploration Company's Contribution Matching Program was created to enable the company to match employee's personal monetary contributions to qualified organizations of their choice thereby increasing the effectiveness of the contribution.

## **UNITED WAY**

St. Mary is a company that strives to improve the communities where our employees live and work from Billings to Houston and all stops in between. With over 500 employees and the Company's dollar for dollar matching program, we can make a significant difference in the lives of our neighbors and the quality of our communities.

## **WORK LIFE BALANCE**

**VACATION** — Vacation accrues at two weeks (10 days) upon hire. St. Mary gives 100% credit for prior experience. The maximum accrual is five weeks (25 days).

**SICK/PERSONAL TIME** — Accrues 5 hours per month effective with your date of hire. Employees can accrue to a maximum of 240 hours.

**FLEXTIME** — St. Mary Land & Exploration employees have a choice of the traditional 5/40 work schedule or an alternative 9/80 workweek schedule. Employees and supervisors work together in their scheduling of flexible work hours.

## **HOLIDAYS/FLOATING HOLIDAY**

The company participates in ten holidays per year. You also receive one floating holiday.

## **PENSION PLAN AND 401K PLAN**

You are eligible after 1 year of employment to participate in St. Mary's qualified defined benefit Pension Plan. In addition, St. Mary offers a 401k plan effective the first of the month. The plan is through Fidelity Investments. An employee may contribute up to the IRS maximum each year. St. Mary matches 100% of the first 6% of salary contributed by the employee.

## **EMPLOYEE STOCK PURCHASE (ESPP)**

You are eligible to participate in the Employee Stock Purchase Plan offering, which occurs in January and July each year. You may have 1% to 15% of your base pay deducted each payday during each 6 month period. Employees purchase St. Mary common stock at 85% of the lower of the stock prices at the beginning or end of each offering period.

## **LONG TERM INCENTIVE PROGRAM (LTIP)**

Eligibility for LTIP is based on position/tier group. The award is based on an overall 3-year performance of St. Mary.

## **TUITION REIMBURSEMENT**

The purpose of this Plan is to cover courses and training that contribute to overall competency in your field. The Plan pays 100% of the tuition, registration fees, and textbooks, net of any scholarships or grants up to \$5,000 per year upon maintaining a C or higher.

## **RELOCATION**

Starting a new position is challenging enough without having to think about the logistics of moving. St. Mary recognizes the importance of providing benefits and guidelines in helping employees who have been asked to relocate.

*This information is a summary. For more detailed information, please refer to your Employee Handbook and to the Summary Plan Descriptions that you will be given for each benefit plan.*

