

## **Fisher Division of Emerson Rewards Package\***

The following summary provides a brief overview of our rewards package. Rewards will vary by unit, job responsibility, and world area location.

### **BENEFITS**

**Medical, Prescription & Dental Plans** – Various types of protection against medical expenses and cost assistance with other healthcare-related services are available. Our health care plan is comprised of the following components:

- **Medical Plan** - You and your dependents are provided managed care benefits applicable to the location of your employment. Besides coverage for hospitalization and medical care, the plan includes provisions for hospice care, home healthcare, and skilled nursing facility care.
- **Prescription Drug Plan** - Our health care plan provides prescription drug coverage for generic and brand name medications.
- **Mental Health / Substance Abuse Plan** - Through our Employee Assistance Program (EAP), you can coordinate care for mental health or substance abuse. The plan contains benefits for both free counseling sessions and treatment programs.
- **Dental Plan** - This program is designed to encourage prevention of dental problems as well as provide assistance with payment of dental care expenses. Certain preventive services are covered 100% with no deductible.
- **Flexible Spending Account Program** - You may make pre-tax income contributions to a Flexible Spending Account for reimbursement of eligible health care and dependent care expenses.

**Life Insurance** - Various life insurance plans are available to employees: Basic Term Life Insurance, Basic Accidental Death & Dismemberment (AD&D) Insurance, and Travel Insurance. Optional Term Life Insurance (a supplemental program available at group rates for the entire family) and Optional AD&D Insurance are provided at favorable employee paid premiums.

**Disability Plans** - Short-term and long-term disability coverage is available. Should you become disabled, you will receive a percentage of monthly income, depending on your length of service.

**401k** - This plan allows you to contribute a percentage of your total compensation into an employee savings investment plan. For each dollar you contribute up to certain levels the company provides matching funds. These matching funds are invested in Emerson stock. Vesting in the company contributions follows a schedule based on service. Various investment options are available.

**Defined Benefit Pension Plan** - Employees make no contributions to the defined benefit pension plan and are fully vested after five years.

**Emerson Stock Purchase Plan** - This plan allows you to become a part owner of Emerson. As an employee, you may buy shares of Emerson Common Stock through payroll deduction.

**Holidays and Vacation** – A generous holiday and vacation plan is available.

**Purchase Programs** – Employee purchase programs are available to select Emerson products and Emerson corporate partner goods at reduced costs.

## **WORK-LIFE**

**Community Involvement** – Through matching gift programs, sponsorships, donations, and employee volunteers each Fisher site is intimately involved in the surrounding community. Our efforts make the areas in which we are located better for our employees and their families.

**Health & Wellness** – Wellness incentives are available to employees participating in physical, educational, and preventive forms of exercise, tests, and programs. On-site screening, preventative care, employee assistance, and multiple other programs maintain a healthy workforce.

**Recognition** – Employees receive recognition in various forms for noteworthy contributions to the Fisher Division mission, strategy, and annual initiatives.

## **DEVELOPMENT & CAREER OPPORTUNITIES**

**Challenging Work** – We employ the best and brightest people and provide challenging opportunities to all. Our industry expertise, breath of products, and global participation will challenge you daily to think beyond the expected and deliver Fisher, No Equal. Everywhere.

**Career Growth and Potential** – Management will guide employees based on organizational needs and personal preferences to achieve the best career path possible for both the company and employee. However, each employee is the ultimate factor in determining career growth and potential. Leadership training, on-the-job learning, and informal/formal mentoring programs are available.

**Employee Development** – Expenses are paid for approved continuing education, seminars, and classes that employees attend to further their professional development. Extensive training is available through the corporate Educational Services department and on-line universities.

**Tuition Reimbursement** – Educational assistance is provided by way of tuition reimbursement. Tuition and direct lab fee costs are reimbursed upon successful completion of undergraduate and/or graduate level courses taken on a voluntary or company directed basis. Courses must be related to present assignment and career at Emerson or a subsidiary division and be approved by management and Human Resources.

*\* This list of rewards is not intended to be comprehensive, nor is the description of any item intended to be complete. Additional qualifications and provisions may apply. These benefits are subject to change with or without notice. For more information on the Fisher Division of Emerson benefit plans, contact the world area Human Resources Department.*

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