



Wellness Program Overview

At Burt's Bees, Inc., we care about the well being of our employees. They're the heart and soul of Burt's Bees, and we strive to support them - body, mind and spirit. The aim of our Wellness Program is to inspire and assist our employees in succeeding in their health and life goals. Toward that end, we've assembled an assortment of benefits and services to help them stay healthy and live the life they want to live.

Fitness Center

For employees based in North Carolina, we provide access to a fitness center close to the office and pick up most of the tab. For those who work in other locales or prefer a different fitness center, we offer a partial reimbursement of expenses for fitness facilities, including yoga studios.

Yoga

We offer on-site yoga classes for minimal cost to help relieve stress.

Massage

Aching neck and shoulders or a little post-workout soreness? We occasionally have onsite masseuses to give employees a massage.

Employee Assistance Program (EAP)

Sometimes life's issues are a challenge. We offer an employee assistance program to assist in mental well being. They can help with issues concerning kids, single parenthood, financial troubles, and more.

1-800-511-3920

BlueExtras

Our health care provider, Blue Cross Blue Shield of North Carolina, offers several wellness benefits:

- **Alt Med Blue** – up to 25% off of alternative medical services including yoga, acupuncture, massage, and more.
- **Blue Points** – Earn free prizes for being physically active. Just 30 minutes a day of any physical activity will earn you points toward great prizes. There is also a BluePoints for Kids.
- **Get Fit Blue** – Up to 30% off of weight management programs, products, and services.
- **Health Line Blue** – 24-hour free health information resource! Contact trained nurses via phone or internet to ask medical questions. 1-877-477-2424 or visit bcbsnc.com
- **Vita Blue** – Save up to 40% off of vitamins, minerals, and herbal supplements.

Health Fair

Every year Burt's Bees hosts a health fair with partners who discuss nutrition, fitness, and health issues, and we offer fun activities throughout the year. An example is the Bee-Moving Step Challenge, a pedometer competition.



Benefit Summary

For all benefits (medical, dental, insurance, AFLAC), you are eligible on the first day of the month following your hire date.

Medical, Pharmacy, & Vision

Blue Cross Blue Shield of North Carolina is our Medical and Vision provider. Physician visits have a co-pay, and other services have an 80% coinsurance after the deductible. There are set drug/prescription fees as well as a convenient Mail Order Drug Plan available. Annual vision exams are covered with a co-pay, and there is a frames/lenses benefit.

Dental

MetLife is our dental provider. There are low deductibles as well as an annual reimbursable maximum. Six (6) month cleanings or preventive procedures are covered at 100%, and there is a lifetime reimbursement maximum for orthodontic work on both children and adults.

Life Insurance

Burt's Bees pays for basic life insurance and accidental death and dismemberment (AD&D) on you. You may elect additional coverage for you and your dependents for a small premium.

Disability

In the event you are disabled for work, we offer disability insurance with MetLife. You will be paid 66^{2/3} of pay if you are unable to do your job.

Supplemental Insurance

Burt's Bee's provides access to a variety of supplemental insurance programs through AFLAC, including:

- Personal Sickness Indemnity Plan
- Personal Accident Indemnity Plan
- Personal Cancer Indemnity Plan
- Specified Health Event Protection – covering heart attack & coronary surgeries as well as other health events

Flexible Spending Account

Burt's Bees has available Flexible Spending Accounts for its employees to reimburse their expenses on a pre-tax basis.

- Medical expenses – Used for medical deductibles, co-payments, dental, orthodontics, prescription drugs, vision expenses and any other related expenses not covered under a benefits plan
- Dependent care expenses – Used for daycare or dependent care expenses for children under 13, a disabled spouse, or other dependents who cannot work.



Ecobenefits

Core to the values of Burt's Bees is our steadfast commitment to the "Greater Good." These benefits are designed to support our associates and the environment.

Fuel Efficient Vehicle Match

Employees who purchase or lease a petroleum fuel efficient vehicle are eligible to receive a one time match of \$500 from the company. Those who purchase or lease a petroleum fuel *free* vehicle are eligible for a one time match of \$1500.

Definition of Fuel Efficient

A vehicle (Car / Truck / Motorcycle) that claims 35mpg average of city/highway.

Example:

- 40/32 mpg = 36 mpg average = fuel efficient
- 37/31 mpg = 33 mpg average = does not qualify

Definition of Fuel Free

A vehicle (Car / Truck / Motorcycle) that can only run on fuel entirely other than petroleum. This includes 100% electric vehicles or hydrogen fuel based vehicles. Other vehicles that that should be included can be discussed with HR on a case-by-case basis.

Alternative Fuel Benefit

Burt's Bees will refund \$.25 per gallon up to \$500, less applicable taxes, per year of environmentally friendly fuels. Burt's Bees will reimburse fuel purchases on a quarterly basis.

Renewable Energy Credits

Burt's Bees has a \$100 matching grant program for Renewable Energy Credits. Our partner firm is REC-Renewable Energy Choice.

Tuition Reimbursement

The Company values a perspective of Continuous Learning. In support of that philosophy, the Company will reimburse a portion of tuition expenses (not including fees, books or supplies) paid to accredited schools, colleges and universities. For undergraduate and graduate students, tuition reimbursement is offered for up to twelve credits per year with a maximum of \$3000.00 paid.