

EMPLOYEE BENEFITS SUMMARY - 2020



TOGETHER, WE GO BEYOND.®

Ball Aerospace is a leader in developing some of the most sophisticated, often unique, solutions for our customers, including:

- enabling NASA studies of the sun
- patenting the microstrip antenna
- building seven of the Hubble Space Telescope science instruments
- discovering exoplanets with Kepler
- imaging Pluto in color
- building low-observable antennas for military platforms that keep our servicemen and women safe
- producing data analytics and agile software for the intelligence community

The projects at Ball Aerospace attract the most talented professionals in the aerospace industry, but there are additional company and job perks, such as unprecedented growth of one of the leading subsidiaries in a Fortune 500 company and excellent salaries and benefits for a thoroughly rewarding lifestyle.

Vacation

- Vacation accrual starts immediately and is based on service date
- 3 weeks accrued annually from 0 to 9 years of service
- 4 weeks accrued annually with 10+ years of service
- Part-time employees accrue vacation based on number of hours worked per week

Holidays

- 7 paid holidays
- 3 paid floating holidays (prorated based on hire date)

Sick Leave

The company provides regular full-time employees with 7 days (56 hours) of paid illness/non-work related injury (sick) leave annually (prorated based on hire date). Up to 56 hours of leave may be carried over to the next calendar year, with a total balance of 112 hours maximum.

Payroll

Employees are paid bi-weekly on Friday (26 pay periods in 2020). Ball offers direct deposit and on line payroll information.

Accident & Sickness (Short-term disability, available to full-time employees)

Employees are paid up to 26 weeks for a disability exceeding 40 hours at no cost. The first 10 weeks paid at 100% of salary, with the remaining weeks paid at 70% of salary.

Long-term Disability (available to full-time employees)

Effective after 6 months of short-term disability is exhausted; 60% of salary, up to \$15,000/mo paid until age 65 as long as disabled; coordination with Social Security and other disability income at no cost to employee.

Term Life - Employee

Employee receives, at no cost, life insurance equaling 2x annual base salary or \$50,000 (maximum \$500,000). Part-time employees receive life insurance in the amount of \$25,000. Supplemental coverage up to 5x annual base salary up to a maximum of \$1,000,000 can be purchased. Employees who are 70+ are limited to 1x base salary.

Term Life - Spouse

Purchase in \$50,000 increments to a maximum of \$250,000 but not to exceed 100% of

employee's Term Life coverage. Evidence of insurability required.

Term Life - Dependent Children

Purchase \$10,000 for eligible dependent children.

Accidental Death & Dismemberment (AD&D)

- Company paid AD&D equal to basic life insurance coverage (\$50,000 or 2x salary or \$25,000 for part-time employees).
- Supplemental AD&D may be purchased up to 5x annual base salary up to a maximum of \$1,000,000.
- AD&D for spouse and/or dependents may be purchased in an amount equal to their life insurance election.

Medical, Dental and Vision Insurance Benefits

Ball offers a selection of medical, dental, and vision plans.

Ball Medical and Prescription Drug Plans (Cigna PPO Plans)¹ Available to full- and part-time employees

Employees can choose from two Ball Consumer Choice Plans that both offer comprehensive medical and prescription drug coverage, as well as no cost preventive care. The plans also offer a Health Savings Account (HSA), into which Ball deposits money in addition to optional employee contributions, if the employee is eligible for contributions to an HSA.

	Ball Consumer Choice Plan 1	Ball Consumer Choice Plan 2
Deductible*	Employee Only: \$2,000 Employee+Spouse, Employee+Child(ren) or Family ² : \$4,000	Employee Only: \$1,400 Employee+Spouse, Employee+Child(ren) or Family ² : \$2,800
Preventive Care	Covered 100%, no deductible	
Coinsurance*	You pay 20% for medical claims, after deductible You pay 10%-40% for prescription drugs, depending on drug type, after deductible ("preventive drugs" are not subject to the deductible)	
Annual Out-of-Pocket Maximum*	Employee Only: \$5,000 Employee+Spouse, Employee+Child(ren) or Family ² : \$10,000 (\$6,850 individual out of pocket maximum)	Employee Only: \$3,500 Employee+Spouse, Employee+Child(ren) or Family ² : \$7,000 (\$6,850 individual out of pocket maximum)
Ball HSA Credits	Employees who begin employment before October 13, 2020 and who enroll in a Consumer Choice Plan and the HSA will receive credits for 2020. Amounts shown below: Employee Only Coverage: \$600 Employee+Spouse, Employee+Child(ren) or Family ² Coverage: \$1,500	
Extra Wellness HSA Credits	Earned by participating in a biometric screening. Employee Only Coverage: \$300 Employee+Spouse, Employee+Child(ren) or Family ² Coverage: \$300	
Bi-weekly Cost (pre-tax)	Employee Only: \$36.92 Employee+Spouse: \$102.46 Employee+Child(ren): \$94.62 Employee+Family ² : \$158.77	Employee Only: \$73.85 Employee+Spouse: \$173.54 Employee+Child(ren): \$158.77 Employee+Family ² : \$272.77

*Deductible, coinsurance and out-of-pocket maximum amounts listed above are for in-network coverage only. Out-of-network amounts are higher. To find out if your physician is in the network, please visit Cigna's website at <http://www.cigna.com>. Select "Find A Doctor". Your network is "Open Access Plus, OA Plus, Choice Fund OA Plus".

¹A \$57.69 per pay period spousal surcharge applies if spouse/domestic partner has coverage available through their own employer (unless spouse also a Ball employee).

²Domestic partners are eligible with affirmation, but benefits may not be on a pretax basis.

Other Medical Plans¹

Per Pay Cost (pre-tax)

	Employee Only	Employee+Spouse	Employee+Child(ren)	Family ²
TRICARE Supplement Plan	\$31.15	\$61.15	\$61.15	\$82.38
Kaiser Permanente-CO	\$92.77	\$204.92	\$194.31	\$347.54

Dental Plans – Cigna

	Employee Only		Employee+Spouse		Employee+Child(ren)		Family ²	
	Per Pay Cost	Deductible	Per Pay Cost	Deductible	Per Pay Cost	Deductible	Per Pay Cost	Deductible
Basic	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Full Coverage	\$4.83	\$50	\$10.63	\$150	\$11.77	\$150	\$15.71	\$150

Dental Benefits

	Basic	Full Coverage
Preventive Care	100%	100%
Minor Restoration	80%	80%
Major Restoration	Not covered	50%

(Annual maximum benefit for Basic \$750 and maximum benefit for full coverage of \$1,500)

Vision Program – Superior Vision Plan

Single Plan – \$4.68 per pay, Employee+Spouse – \$9.26 per pay period

Employee+ Child(ren) – \$9.21 per pay, Family² Plan – \$13.79 per pay period

	In-Network	Non-Network
Comprehensive Exam	\$10 co-pay	Plan pays up to \$24
Lenses and Standard Frames	\$10 co-pay for lenses and \$150 for frames	Plan pays up to \$85 for lenses, based on type. Plan pays up to \$65 for frames.
Elective Contact Lenses (in lieu of glasses)	Plan pays up to \$150	Plan pays up to \$100

Health Savings Account

Ball offers a Health Savings Account (HSA) with annual company funding that helps you save for, and pay for, eligible medical expenses on a tax-free basis. Ball also deposits money ("HSA Credits") into your account to help you with your health expenses.

Flexible Spending Accounts

- Dependent Care Flexible Spending Account (in accordance to IRS pub. 503)
- Health Care Flexible Spending Account (in accordance to IRS pub. 502)

Employee Stock Purchase Plan (Elective)

- Employee may purchase up to \$9,000 annually (\$346.15 per-pay-period)
- Company matches 20% of the first \$230.77 per pay period, up to a max of \$6000 per year.
- No minimum holding time
- Immediate eligibility

Retirement Benefits

Pension Plan

- Noncontributory - company funded
- Vested after 5 consecutive years of service
- Earn between 11.5% and 15% of base pay plus 5% of base pay over 50% of social security wage base
- Percentage of annual contributions is based on years of service
- Paid as a lump sum or monthly annuity

401(k) (Elective)

- You are immediately eligible and vested
- Sixteen investment options to choose from, funds managed by Vanguard
- You will be enrolled automatically at 3% unless you specify otherwise
- You may change your contribution and investment mix at any time. Pre-tax or Roth contributions up to 55% of salary, up to the annual IRS maximum.

401(k) Ball Corporation Match

Each pay period, the company will match 100% of the first 3% and 50% of the next 2% of your salary that you contribute into the 401(k). You are immediately vested.

401(k) Performance Sharing Match Program

Based on company performance, Ball Aerospace may match eligible employee 401(k) contributions up to an additional 2.5% of base pay.

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Educational Benefits

- On-site training courses
- College Education Assistance program (eligible after six months of service)

Additional Benefits

- Voya Travel Assistance
- Bonus Referral Program
- Service awards
- Survivor support counseling
- Employee Assistance Program
- Flex time
- Employee recognition programs
- Matching gift program for donations through Benevity Ball Community Ambassadors program
- PC purchase program
- Fisher Scholarship
- Adoption Assistance Program
- Back Up Child/Elder Care program

The information contained in this document is intended to provide a brief summary of benefits and services. If there is an inconsistency or discrepancy between the information stated in this document and the terms and provisions of the plan documents, the plan documents will control. Additionally, this information should not be construed as tax or legal advice and you should speak to your qualified advisor(s) for such information. More detailed benefit information will be provided to you at Orientation.