

2016

BlueScope Buildings

Benefits Summary

Helpful information about the
BlueScope Buildings Benefits Package.



BlueScope Buildings Benefits Program

BlueScope Buildings is committed to offering competitive benefits to our employees. Our program provides comprehensive benefits that enables employees to protect themselves and their families.

Health Benefits

Medical Plans

Employees and their eligible dependents are eligible to participate in a consumer driven health plan. Employees may elect a qualified health savings account and receive company contributions in addition to making pre-tax payroll contributions. The plans provide coverage for employees and eligible dependents.

Prescription Drug Coverage

If you enroll in a BlueScope medical plan, you automatically have prescription drug coverage.

Health Care FSA

You may contribute up to the maximum amount each year, which is set by the IRS. The Health Care Account is a pre-tax reimbursement account for qualified out-of-pocket health care expenses such as deductibles, co-pays, vision, etc.

Dental Plan

Employees and their eligible dependents may elect to participate in the dental plan. The program provides for varied amounts of coverage after an annual deductible, and provides payments for preventive services, restorative services, major services, and orthodontia.

Vision Plan

Employees and their eligible dependents are eligible to participate in a group Vision program. The program provides access to eye exams, frames, contact lenses, and discounts for Lasik Eye Surgery procedures.

Professional Development

Education Assistance

The Company provides assistance to eligible employees to pursue education and training that will help them in their career within the Company.

Professional Registration/ Technical Certification

The Company encourages employees to complete professional registrations and technical certifications by providing financial assistance to achieve these accomplishments

Income Protection

Life

Basic life insurance coverage is provided at no cost to the employee, equal to one times the annual base pay. Additional life insurance coverage is available at a cost based on group rates.

Spouse Life

If supplemental life insurance is elected, you may also purchase spouse life coverage.

Child Life

This coverage option provides a benefit of \$10,000 for each of your eligible dependent children.

Accidental Death & Dismemberment

BlueScope provides basic accidental death and dismemberment insurance coverage at no cost to the employee, equal to one times the annual base pay. You may elect additional coverage for yourself or for yourself and your family members.

Short Term Disability

Salary Continuance is provided at no cost to the employee. Salary Continuance is a valuable benefit designed to protect an employee's income in the event of major illness or injury of a non-occupational nature, including hospitalization, outpatient surgery, and medical leaves

Long Term Disability

This benefit is available for subsidized coverage at competitive group rates. LTD begins after the salary continuance period ends. For those that qualify, payments will coordinate with state, social security, and retirement benefits

Dependent Care FSA

You may contribute on a pre-tax basis up to the maximum amount each year, which is set by the IRS, for reimbursement of dependent care expenses.

Credit Union

The BlueScope credit union is open to all employees and services such as savings accounts and loans are provided.

401k

At BlueScope you can build your retirement plan through Personal Contributions and Catch-Up Contributions if age-appropriate. Additionally, the company will match a percentage of your Personal Contributions and provide an Automatic Contribution.

Work Life Balance

Vacation

BlueScope believes it is important for all employees to take time away from work on an annual basis to relax, spend time with family and friends and generally maintain balance between work and personal life. Employees may enjoy annual paid vacation based on years of service. Vacation is prorated during the first year of employment.

Holidays

All full-time salaried employees receive paid time off in the form of holiday pay. All acknowledged holidays are paid as 8 hours.

Holidays generally observed are:

New Year's Day
Good Friday
Memorial Day
Independence Day
Labor Day

Thanksgiving Day
Day After Thanksgiving
Christmas Eve
Christmas Day

Wellbeing

The program gives employees the opportunity to improve or maintain their total wellbeing while earning incentives. BlueScope has a corporate relationship with Fitbit

Employee Assistance Program

EAP is offered at no cost and provides employees and their families help with a variety of counseling related to personal issues – drug and alcohol addiction, relationship issues, grief, stress management, problems with children in school, etc.

Athletic Club Reimbursement

Employees have the opportunity to receive reimbursement for usage of any athletic club.

Community Involvement

BlueScope takes great pride in giving back to our communities. Our organization has an in-depth commitment to United Way where we work with them throughout the year on fundraisers and volunteer activities. Through the BlueScope Foundation we provide grants to non-for-profit agencies in our communities. The BlueScope Foundation also provides scholarships to the children of our employees who will be attending 2 year and 4 year colleges.