



employee benefit programs

In addition to your wages, Ashley Furniture Industries, Inc. offers each employee a comprehensive benefit package.

profit sharing plan

◆ **COMPANY PAID RETIREMENT PLAN...**
Contributions made by Ashley reward employees for their contribution toward company operations.

◆ **TAX-DEFERRED...**
The funds set aside for your retirement accumulate tax-deferred until withdrawn.

◆ **WIDE ARRAY OF INVESTMENT FUNDS AVAILABLE...**
Six funds, ranging from very conservative to very aggressive, are available for you to invest your retirement funds.

401(k) plan

◆ **BEST SAVINGS PLAN AVAILABLE...**
The 401(k) plan is the best possible savings plan to help you set aside part of your pay for your retirement years.

◆ **TAX-DEFERRED...**
Your savings accumulate on a tax-deferred basis until withdrawn.

◆ **VARIETY OF INVESTMENT CHOICES...**
The plan offers a variety of investment choices to pick from, depending on your personal needs.

◆ **DAILY ACCESS...**
You have daily access to fund balances and allocation changes through an 800 number.

medical insurance

◆ **QUALITY HEALTH CARE...**
You have the choice between two of the leading health care facilities in the area.

◆ **ROUTINE PHYSICALS AND EYE EXAMS ARE FREE...**

◆ **HEALTH CONNECTION...**
You have free access to this nurse helpline 24 hours per day.

◆ **HEALTHY START...**
Prenatal care program with free gift certificate for those who enroll in their first tri-mester.

dental insurance

◆ **VERY AFFORDABLE...**
Ashley pays the greatest portion of the premium for you.

◆ **FREEDOM OF CHOICE...**
You may go to any dentist that you wish. You will receive greater coverage if you use a Delta dentist.

◆ **PREVENTIVE CARE...**
Routine cleanings, exams and x-rays are free.

◆ **COVERAGE FOR ALL OF YOUR DENTAL NEEDS...**

life insurance

◆ **COMPLETELY PAID FOR BY ASHLEY...**
Ashley maintains a life insurance policy on all employees and their families that have been employed with Ashley for more than 90 days.

◆ **A SUPPLEMENTAL VOLUNTARY LIFE INSURANCE POLICY IS AVAILABLE AT A VERY REASONABLE RATE...**

disability insurance

◆ ANOTHER BENEFIT THAT IS COMPLETELY PAID FOR BY ASHLEY...
Benefit if you are disabled due to pregnancy, car accident or other health conditions.

◆ A SUPPLEMENTAL INCOME POLICY...
A voluntary disability plan is available through payroll deduction.

service awards

◆ RECOGNITION OF LONG TERM RELATIONSHIPS...
Service awards are presented yearly.
5 Year • 10 Year • 15 Year • 20 Year
25 Year • 30 Year

training

◆ EMPLOYEE TRAINING...
On-site, classroom supervisory and management training.

tuition reimbursement

◆ ENCOURAGING ADVANCEMENT...
Ashley encourages employees to obtain additional education through enrollment in technical schools, colleges, or graduated centers. Ashley reimburses regular full-time employees' to tuition and books for approved courses at academic institutions.

suggestion program

◆ REWARDING EMPLOYEE INPUT...
This program rewards employees for cost saving and safety related improvement suggestions.

vacation

◆ PROGRESSIVE VACATION TIME...
After the first year, hourly employees keep earning vacation credits every year, which can be as much as 5 weeks after continued years of service.

holidays

◆ ASHLEY OBSERVES 7 PAID HOLIDAYS

safety incentive bonus

◆ EMPLOYEES RECEIVE A BONUS FOR WORKING SAFELY...
There are 4, 3-month bonus periods each year.

◆ EMPLOYEES MAY CHOOSE BETWEEN A GIFT CERTIFICATE OR A UNITED STATES SAVINGS BOND.

employee events

◆ ANNUAL COMPANY PICNIC FOR ALL EMPLOYEES AND THEIR FAMILIES....