

PULSE



SANGAMO WESTON
Schlumberger

SANGAMO WESTON, SARASOTA
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NEWS ABOUT SANGAMO WESTON, SARASOTA

VOL. I, NO. 14

SPECIAL BENEFITS REVIEW

DECEMBER, 1979

IMPROVEMENTS IN WAGES, BENEFITS ACHIEVED IN 1979

Improvements in wages and benefits for Sangamo Weston employees during 1979 showed strong advancement. The list of improvements is significant:

- ★ New Hourly and Salaried Nonexempt wage structures were introduced, providing the biggest wage and salary adjustment that Sangamo Weston, Sarasota has ever experienced. Additionally, the new structures represent an improved concept in wage administration, which allows adjustments to meet changes in competitive wage rates.
- ★ Group insurance was improved in many areas
- ★ Additional vacation days for long-time employees who have been with the company for more than 15 years.
- ★ Medical Department - A Nurse was added to the staff. Employee health, safety and medical programs expanded.
- ★ Maternity benefits were greatly improved.
- ★ Stock Purchase Plan introduced.
- ★ Counseling is provided for employees in various benefits areas: retirement, maternity, disability, insurance.
- ★ Educational opportunities expanded via in-house courses.
- ★ Improved Cafeteria and vending machines food service for employees.
- ★ Christmas turkey for each employee.
- ★ Expanded communications through "Direct Line" and employee publication, PULSE.



These new improvements, plus the many traditional benefits enjoyed by employees, offer some of the "extras" which employees find beneficial and which make our employment more rewarding.



BENEFITS COST OVER \$4,400,000

The total cost of employee benefits is well over \$4,400,000 a year.

Your total compensation includes **wages plus benefits**. Employee benefits amount to approximately 32% of our regular straight-time payroll. **That's in addition to your salary.**


This means that for each \$1.00 you get in wages, the company provides another 32¢ in employee benefits.



BENEFITS ARE A PART OF YOUR COMPENSATION

What are employee benefits, and what do benefits mean to you?

Consider what your life would be like without the following benefits:

- | | | |
|---|---|---------------------------|
| Vacations |  | Tuition Refund |
| Holidays | | Credit Union |
| Group Insurance | | Severance Pay |
| Growth Plan | | Safety Shoes |
| Pension Plan | | Safety Glasses |
| Stock Purchase Plan | | & other safety equipment |
| Coffee Breaks | | Cafeteria |
| Social Security | | Dispensary/Nurse |
| Unemployment Comp. | | Blood Bank |
| Workers Compensation | | Open House |
| Sick Leave | | Picnic |
| Personal time off for bereavement, witness, jury duty, military leave, marriage | | Employee recreation teams |
| | | Christmas turkeys |
| | | PULSE |



Direct Line
WATS Phone Line



An Equal Opportunity Employer M/F

NEW BABY'S MEDICAL EXPENSES EXCEED \$17,000 IN FIRST YEAR



Jim Huffman and Cassie

When little Cassie Michelle Huffman was born a year ago, Doctors didn't offer much hope for her life because of a congenital heart defect, according to Jim Huffman who works in Sangamo Weston's Sheet Metal Fabrication Area.

"The baby was only three days old when she had open heart surgery in December, 1978. A shunt valve was put in place between her heart and lung, at All Children's Hospital in St. Petersburg," Jim recalls. "She was in intensive care for ten days, but to everyone's surprise, we were able to bring her home on December 22. And she's been doing fine ever since."

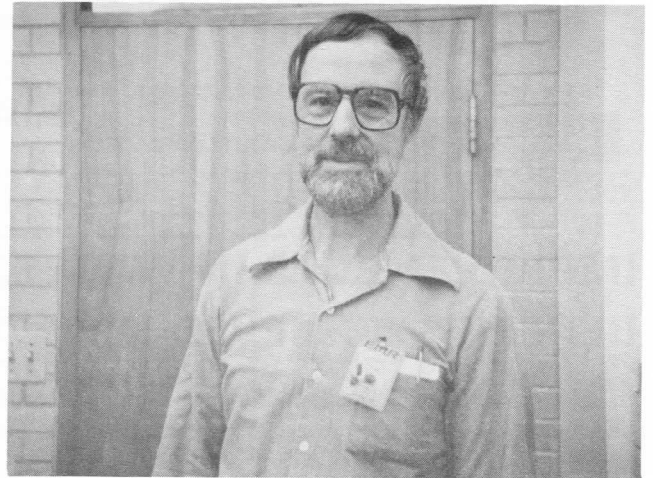
Because a newborn infant is covered from birth, if the employee has dependent coverage, our Aetna group insurance plan went into effect immediately. The Plan has paid out about \$17,000 in covered medical expenses for young Cassie during the first year of her life.

Also, because the total insurance claim exceeded the limit for employee out-of-pocket expenses (the current limit is \$1,000 per year for employee out-of-pocket expenses), Cassie's covered medical expenses are payable at 100% for the year in which the expenses were initially incurred, and also for the following year, after the deductible is met. This means that Cassie's regular follow-up examinations which cost \$75 to \$100 each were paid at 100%, too.

"This insurance has really been great," Jim said. "I've worked other places where the insurance plan wasn't nearly as good as this. We just don't know how we could have managed without it. We certainly would have been in a hole."

Jim was also glad to learn that when he had to have two impacted wisdom teeth removed by dental surgery, the specific surgical procedure involved was covered under our plan at 80%. "Not everyone realizes that we have this coverage," Jim added.

BENEFITS REALLY HELP WHEN ILLNESS STRIKES



Chris Freeberg

Chris Freeberg, of Data Recorder Test, is one of Sangamo Weston's long-time employees who enjoyed good health and rarely missed a day of work because of illness. Then one weekend last April Chris came home from waterskiing and started to have severe chest pains.

His wife rushed to him to the hospital. Five minutes after arriving at the emergency room, Chris suffered cardiac arrest. "The Doctor said 90% of the people who have cardiac arrest die, so I was lucky," Chris said.

"I was in the hospital for only two weeks, but required seven weeks of rest at home, and then rehabilitation three times a week at the hospital," Chris reports. The insurance plan paid well over \$5,000, including hospitalization, and medication.

Because his expenses exceeded the limit of \$1,000 out-of-pocket expenses paid by the employee, Chris' medical insurance coverage now pays at 100% for the remainder of this year and next year (after meeting his deductible), instead of the customary 80%.

Chris also received supplemental pay for the nine weeks he had to be out of work.

"I think our insurance is very good. I come from Sweden where they have socialized medicine paid by taxes. But when you remember that the tax rate there is about 60%, our system in this country is much better," Chris said.

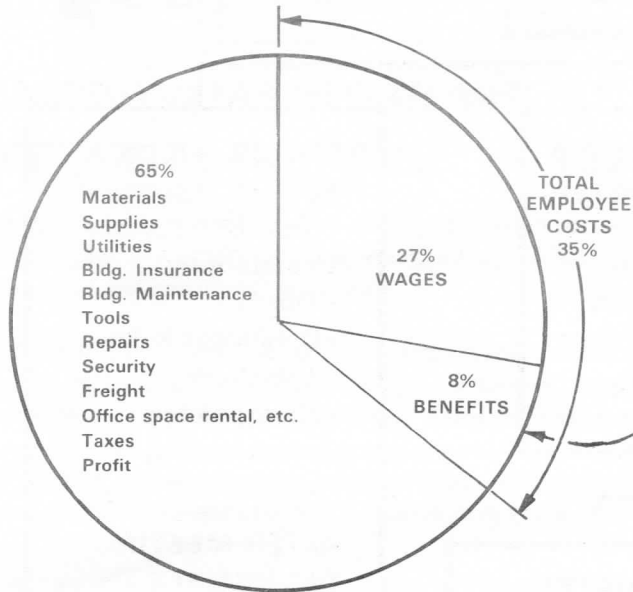


A 1979 PROGRESS REPORT TO ALL EMPLOYEES

In reviewing the year's achievements and progress, employees and management examine accomplishments, costs and profit.

SANGAMO WESTON SARASOTA

1979



Out of profit, stockholders must receive dividends, and money is re-invested in our business for subsequent years through buying new tools and equipment, and plant facility improvements.

Employee benefits total over \$4,400,000.

8% BENEFITS



Before profit can be calculated, we must first pay our bills: materials and supplies, salaries and benefits, research and development, taxes, etc.

*Miscellaneous includes a variety of benefits such as safety apparel, Cafeteria, tuition refund, Dispensary, picnic, Christmas turkeys, etc.

MEDICAL INSURANCE PLAN GREATLY IMPROVED IN 1979

Our Group Insurance Program was greatly improved during 1979. The improvements, announced in April, included:

★ Individual deductible of \$150, reduced from \$250 per employee. The Family deductible is now 2 times your 1% deductible, up to a maximum of \$300 (2 x \$150). The annual Family Limit is met when two family members meet the individual deductible.

★ Lifetime medical insurance limit of \$100,000 (double the previous \$50,000 limit), and \$5,000 reinstated each year.

★ Maximum of \$1,000 out-of-pocket expenses to be paid by employee for covered medical expenses.

★ Maternity coverage improved. Maternity is now handled in the same way as any other claim for hospitalization or surgical and medical expenses.

The higher costs for insurance benefits for both employees and dependent coverage have been absorbed by Sangamo Weston, and not passed on to employees. The Company pays the group insurance coverage for each employee, and

continues to subsidize the premiums for employees' dependent coverage to keep the cost to employees at a very low rate.

Here is a comparison of what employees pay and what the Company pays:

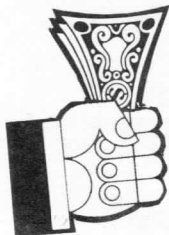
Coverage on	Employee pays (Monthly)	Company pays (Monthly)
Employee	-0-	\$27.72
& Spouse only	\$11.21	\$32.81
& Spouse & Children	\$17.98	\$52.56
& Children only	\$ 6.81	\$19.42

The total cost to the Company for Group Insurance for 1979 is expected to be about \$700,000.

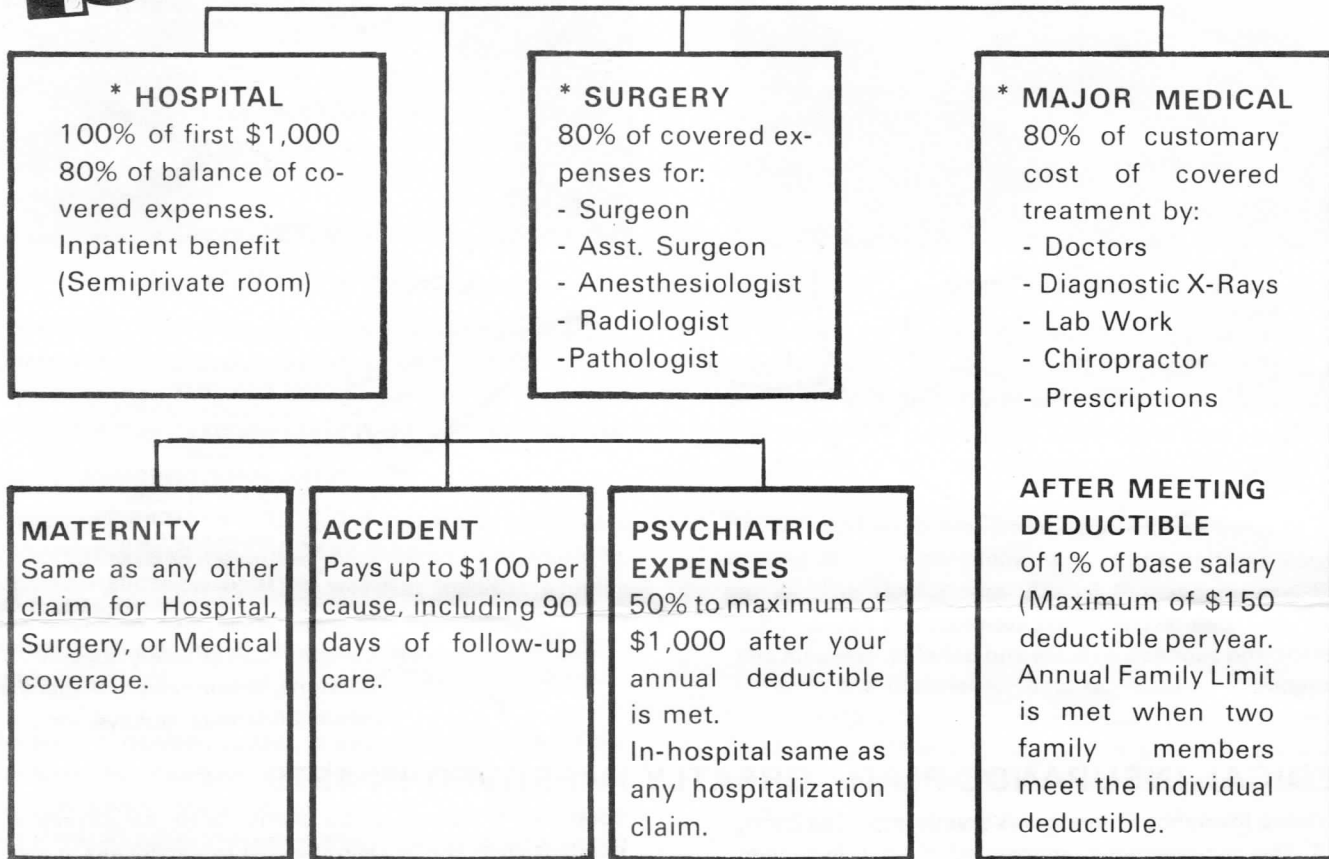
Premiums for medical insurance have gone up at a rapid rate. In recent years, the Company has absorbed these increases and has not passed along the increased costs to employees. The result is that *improved and more expensive insurance coverage* for you and your dependents is now provided at *no increased cost to you* and your family.

SUMMARY OF HEALTH INSURANCE BENEFITS

Here's a handy chart to remind you about features of our medical insurance coverage. You might like to keep it nearby for ready reference.



HEALTH INSURANCE BENEFITS



*100% REIMBURSEMENT OF COVERED EXPENSES, AFTER EMPLOYEE'S OUT-OF-POCKET EXPENSES REACH \$1,000. IN ONE YEAR.

MEDICAL DEPARTMENT OFFERS HEALTH AND SAFETY AIDS

With the addition of a Registered Nurse in our Dispensary, Sangamo Weston has been able to expand services to employees in the areas of health, safety and medical counseling.

Over 3,300 visits to the Dispensary have been made this year by employees. Employee safety apparel alone cost nearly \$9,000 in 1979.

Courses were given in Cardio-Pulmonary Resuscitation and First Aid. Other regular health and safety programs include: monthly blood pressure checks by the Fruitville Area Fire Department paramedics; Blood Bank; safety inspections; safety apparel including safety shoes, safety glasses, masks, etc.; immunization for employees traveling on company business -- in addition to treating medical emergencies and work-related injuries.

CAFETERIA IMPROVED

Additional improvements in our food service are being implemented by Wometco, which took over our Cafeteria food service and vending machines on November 26.



JACKIE NEIPERT

A steam table has been added for hot food service, and there will be special events, including seasonal menus, and special days: Western, Hawaiian, Italian, etc. "We aim to provide quality food service at reasonable prices," said Manager Jackie Neipert. "Our philosophy is that the customer comes first.

I will be happy to have employees' comments and suggestions," she said. Jackie has 21 years of experience in food service, catering and in restaurants.