

COMPANY REWARDS

Compensation

One reason for Torrance Casting's success is that we share the success with our employees. We have an incentive program that allows us to distribute bonus income to employees based on company profitability. Our base salaries are highly competitive, and the income potential for sharing in the value that we deliver to our clients is unparalleled.

Benefits

Torrance Casting recognizes that our benefits provide for the well-being of our employees and their families. We understand that one size does not fit all, we offer many benefit plan choices, including:

Medical Coverage

Medical plans offered by Torrance Casting include outstanding health benefits and choices for our eligible employees and their dependents (i.e., spouse, domestic partner, and children). We offer two plans that allow employees the freedom to use both in-network and out-of-network providers for medically necessary and routine preventive care services—a Health Maintenance Organization (HMO) plan and a High-Deductible Health Plan (HDHP). A substantial employer subsidy is provided for both employee and dependent coverage.

Dental Coverage

Torrance Casting offers a premium paid dental benefit plan, including orthodontia coverage, to all eligible employees and their dependents.

Vision Coverage

Torrance Casting offers comprehensive vision coverage to all eligible employees and their dependents through the Medical plan.

Pre-Tax Programs

Torrance Casting's section 125 Plan enables eligible employees to pay for certain benefit plan premiums with pre-tax dollars. Net taxable income is reduced, which potentially lowers income and social security tax. Pre-tax options in the Section 125 program are as follows:

- Medical Premiums - This option allows premiums to be deducted from paychecks in pre-tax dollars. Federal Tax and FICA are not withheld on these premiums. W-2 income is reduced by the amount of the premiums.
- Health Savings Accounts (HSA) - Employees who are enrolled in the HDHP may elect to open an HSA for pre-tax payroll deduction. The HSA is owned and opened by the employee. Torrance Casting provides the option of this account for payroll deduction via Associated Bank.
- Voluntary group health benefits through Allstate. Eligible employees can take advantage of pre-tax deductions on supplemental plans that pay cash benefits to help with doctor bills, hospital stays and some non-medical expenses.

Company-Paid and Voluntary Life and Accidental Death & Dismemberment (AD&D) Insurance

Torrance Casting provides group term life and AD&D insurance coverage at no cost to all regular, full time employees. Employees may purchase additional term life and AD&D insurance coverage for themselves and their dependents.

Short- and Long-Term Disability

Torrance Casting provides both short- and long-term disability insurance at no cost to eligible employees.

Corporate Chaplains of America

Torrance Casting employees have access to a confidential non-denominational chaplaincy service to discuss personal or professional issues they may be facing. This service is fully subsidized by the Company.

401(k) Plan

Torrance Casting offers a competitive 401(k) plan that provides a full array of investment options for Roth and deferred pre-tax earnings. Employer contributions based on profitability are given to all eligible employees.

Vacation, Personal Time Off and Holiday Pay

More details will be made available during the on-boarding process.

Leaves of Absence (LOA)

Torrance Casting offers paid and unpaid leaves of absence for a variety of reasons including, but not limited to, bereavement, jury duty, maternity, paternity, adoption, and military.

Professional Dues

Professional dues for the industry and other professional associations are reimbursable.

Wellness Center Corporate Partnership

Torrance Casting offers reduced fees with the La Crosse Wellness Center & Snap Fitness for employees and their families.

These benefits may change from time to time at the Company's discretion. This list is intended to provide a general outline of our benefits program. Torrance Casting reserves the right to amend these benefits.