

**Health & Retirement Benefits for Employees of Recology Golden Gate, Recology Sunset Scavenger, and Recology San Francisco**

	<b>Employees not Covered by a Collective Bargaining Agreement</b>	<b>Employees Covered by Teamsters Local 350 Collective Bargaining Agreements</b>	<b>Employees Covered by Local 3 Operating Engineers Collective Bargaining Agreement</b>
<b>Health Plan and Components</b>	<p>Recology Health and Wellness Benefit Plan:</p> <ul style="list-style-type: none"> <li>- Medical</li> <li>- Dental</li> <li>- Vision</li> <li>- Mental Health (EAP)</li> <li>- Wellness</li> <li>- Basic Life Insurance</li> <li>- Basic Long Term Disability</li> <li>- Flexible Spending Accounts</li> </ul> <p>Medical, dental, and vision include employee contributions to cover employees and their family members</p>	<p>Recology Health and Wellness Benefit Plan:</p> <ul style="list-style-type: none"> <li>- Medical</li> <li>- Dental</li> <li>- Vision</li> <li>- Mental Health (EAP)</li> <li>- Basic Life Insurance</li> <li>- Basic Long Term Disability</li> </ul> <p>Medical, dental, and vision have no employee contributions to cover employees and their family members</p>	<p>Recology Health and Wellness Benefit Plan:</p> <ul style="list-style-type: none"> <li>- Medical</li> <li>- Dental</li> <li>- Vision</li> <li>- Mental Health (EAP)</li> <li>- Wellness</li> <li>- Basic Life Insurance</li> <li>- Basic Long Term Disability</li> <li>- Flexible Spending Accounts</li> </ul> <p>Medical, dental, and vision have no employee contributions to cover employees and their family members</p>
<b>Retirement Plans</b>	<ul style="list-style-type: none"> <li>- Recology Employee Stock Ownership Plan (ESOP)</li> <li>- Hired after on or after 2/1/2011- Recology 401(k)</li> <li>- Hired prior to 2/1/2011 - Recology Defined Benefit Pension Plan</li> </ul>	<ul style="list-style-type: none"> <li>- Recology Employee Stock Ownership Plan (ESOP)</li> <li>- Recology Defined Benefit Pension Plan</li> </ul>	<ul style="list-style-type: none"> <li>- Recology Employee Stock Ownership Plan (ESOP)</li> <li>- Operating Engineers Pension Trust Fund</li> </ul>
<b>Retiree Health Plans</b>	None	Teamsters Benefit Trust Retirement Security Plan	Operating Engineers Health and Welfare Trust Plan