

## Freeport-McMoRan Benefits Overview

The benefits listed below are designed to help you manage your health and financial security — they are available to you and your eligible dependents on your first day of employment. The company also provides quality of life benefits.



### Health Benefits

- **Three medical plan options** through UnitedHealthcare, including a high deductible plan with company contribution to a Health Savings Account
- **Two dental plan options** through Delta Dental
- **Vision plan** through VSP
- **Flexible spending accounts** for health-care and dependent care expenses



### Financial Security Benefits

- **Retirement savings plan** managed by Schwab Retirement Plan Services
  - **Automatic 100 percent match in the 401(k)** on the first 5 percent of your contribution
    - Immediate vesting in the value of your account
  - **Enhanced company contributions** with additional non-matching company contributions of 5 percent of your salary, shift differentials, overtime and eligible bonuses
    - Vests after 36 months of continuous service
- **Company-paid disability, life and AD&D insurance** with option to increase coverage for some plans
  - **Short-term** and core **long-term disability** coverage
  - **Life insurance** equal to 2 times your base salary
  - **Accidental death and dismemberment** coverage at 2 times your base salary
  - **Basic spouse and child life** coverage options
- **Company-paid online financial wellness program** to take control of your finances by creating a budget, reducing debt and saving for retirement
- **Group legal plan** option with access to a nationwide network of attorneys



### Quality of Life Benefits

- **Paid time off** for vacation, sick time and holidays
- **Employee Assistance Program** for personal and professional concerns
- **Tuition reimbursement** to employees for further education
- **Matching gifts** and **volunteer grants** available to eligible non-profit organizations
- **Adoption assistance** for some adoption expenses
- **College scholarship opportunities** for children of full-time employees
- **Auto, home and pet insurance** plans at competitive rates