



YAMAHA MOTOR CORPORATION, U.S.A.

SUMMARY OF BASIC BENEFITS

At Yamaha, it's not enough for us to be respected as a leader by our customers in the marketplace; we want to be considered a great place to work by our employees. That's why we offer a comprehensive benefits program as part of our competitive **"Total Rewards"** package.

- Medical - Employees have a choice of Anthem Blue Cross EPO, PPO or Kaiser HMO plans (Kaiser option available only in California and Georgia).
- Dental - MetLife
- Vision – Vision Service Plan (VSP)
- Retirement – 401k and Profit Sharing
 - 401(k) Plan - Yamaha provides generous matching and offers pre-tax & Roth 401(k).
 - Company-paid Profit Sharing Plan – Yamaha contributes a certain percentage of your salary beyond the 401(k) match, depending on the employee's age and years of service completed.
- Flexible Spending Accounts
 - Health Care Reimbursement Account
 - Dependant Care Reimbursement Account
- Vacation – Vacation benefits start accruing immediately and can be used after your first three months of service. The amount of vacation days accrued each year depends upon your years of service.
- Holidays - 12 paid, company selected holidays each year.
- Basic Life Insurance
- Basic Accidental Death & Dismemberment
- Voluntary Benefits
 - Group Legal Coverage
 - Group Auto Insurance
 - Pet Insurance
 - Group Homeowners Insurance (coverage varies by location)
 - Cancer Plan
 - Universal Life Insurance
 - Level Term Life Insurance
 - Personal Accident Insurance
 - Accidental Death and Dismemberment Insurance
 - Disability Income – Short-term
 - Accident & Sickness Hospitalization Plan
- Employee Assistance Program - Administered by ComPsych