



# WEBVAN Chicago

## BENEFITS FOR ASSOCIATES

### Vacation

1-3 years	10 days
3 -9 years	15 days
10-19 years	20 days
20+ years	25 days

### Holidays

New Years	Martin Luther King Day
Easter	Memorial Day
Independence Day	Labor Day
Thanksgiving	+ 3 Floating Holidays
Christmas	

### Sick Days

Six days per year, up to 30 days

### 401(K) Match

1<sup>st</sup> \$500 100% match  
25% thereafter  
Total Company Maximum Match up to \$2,000 annually

### Life Insurance

Benefit equal to annual salary

### Disability Insurance

66.6% of salary up to 10K/month starting at 30 days

### Medical Insurance

Aetna-PPO  
Aetna-HMO

### Dental Insurance

Delta Dental Indemnity,(DPO)  
Delta Dental, DMO

### Vision

Eye exams and materials

### Fitness Reimbursement

Up to \$400 per calendar year, must attend gym at least 52 times to be eligible

### Tuition Reimbursement

For career growth related courses, up to \$1,500 per calendar year

### Employee Assistance Program

Voluntary and Confidential counseling and referral services. No monthly costs to associates or family members.

### Salary Reviews

*Non-Exempt Associates*-Reviews and increase after 90 day introductory period. Thereafter, semi-annual reviews- April/October. Quarterly Incentive Bonuses up to \$500 per quarter, \$2,000 annually.

*Exempt Associates*-To Be Determined



# Stock Options

## What are Stock Options?

An agreement entitling the recipient an "option" to purchase a predetermined number of shares in the company at a predetermined price. This privilege increases over time (vesting period).

## What does Vesting Period mean?

This right to buy shares at a set price does not take effect the first day of employment, but rather occurs over 4 years, as follows:

After first year from hire date:	25% vesting
Each quarter thereafter for 3 yrs:	6.25% vesting

## What does Exercise mean?

Exercising Stock Options is the practice of buying shares that have vested at the predetermined price. To sell the shares, the company must be publicly traded.

## What other Terms are there?

Vesting Commencement Date:	The Date of Hire...when vesting starts
Strike Price or Exercise Price:	The predetermined price for the future stock purch.
Grant Date:	When the options are "granted" ...board meeting
ISO:	Incentive Stock Option...the type of option granted
Termination Date:	10 years from Grant Date
Total Exercise Amount:	Number of shares X Exercise Price

## Other

Leaving the company:	Unvested? There are no shares to exercise
	Vested? 90 days to exercise

How to Exercise:	Exhibit A (on T: Drive\Forms)
	Forward to CFO or HR
	Recommend discussing with Tax Advisor

Stock Option Agreement:	Will go out following next board meeting
	Sign and return to CFO

## Stock Options Vesting 400 Shares

	% Vested by period	#of shares vested
1 <sup>st</sup> year	25%	100 shares
2 <sup>nd</sup> yr by qtr	6.25	25
	6.25	25
	6.25	25
	<u>6.25</u>	<u>25</u>
Total end of 2 <sup>nd</sup> y	50%	200 shares
3 <sup>rd</sup> yr by qtr	6.25	25
	6.25	25
	6.25	25
	<u>6.25</u>	<u>25</u>
Total end of 3 <sup>rd</sup> yr	75%	300 shares
4 <sup>th</sup> yr by qtr	6.25	25
	6.25	25
	6.25	25
	<u>6.25</u>	<u>25</u>
Total end of vesting period	100%	400 shares

### Exercise Example End of Year One

Strike Price \$10

Selling Price \$50 (day of sale)

Current Value of vested shares  $100 \times \$50 = \$5000$

Cost of shares to associate  $100 \times \$10 = \$1000$

Gain for associate  $\$5000 - \$1000 = \$4000$



# SUMMARY OF EMPLOYEE BENEFITS FOR WEBVAN CHICAGO 2000

The following provides a brief summary of employee benefits offered by Webvan Chicago:

**This is a brief summary of benefits and is not intended to be a contract nor a complete outline of all policy provisions, exclusions and limitations. Complete details will be provided in your Certificate Booklet.**

## **MEDICAL:**

Employees can elect either Aetna HMO, Aetna PPO, or the Kaiser Permanente. Health plans can be changed once a year during the open enrollment period.

### **Aenta HMO:**

- No deductible
- \$5 copay for primary care physician office visits
- 100% coverage for hospitalization and surgery
- Unlimited lifetime maximum
- Emergency Room Services: \$50 copay, waived if admitted
- Prescription Drug: Generic-\$5 Generic  
\$10 Formulary Brandname  
\$25 Non Formulary Brandname (Mail-order 2x the prescription drug copays)
- **A Primary Care Physician must be chosen. All services must be provided by or referred by your Primary Care Physician for benefits to be payable.**

### **Aetna PPO Plan:**

- Deductible:
  - In-Network:
    - \$250 Individual
    - \$750 Family
  - Out-Network:
    - \$500 Individual
    - \$1,500 Family
- Physicians office visits: \$10 copay for preferred providers
- Other physician services: After deductible, 90% in-network, 70% out-network
- Hospital services; After deductible, 90% in-network, 70% out-network plus additional \$100 deductible for confinement in non-network hospital
- Annual Out of Pocket Maximum:
  - In-Network:
    - \$2,000 Individual
    - \$4,000 Family
  - Out-Network:
    - \$3,000 Individual
    - \$6,000 Family



## Did you know about the Webvan 401(k) Matching Contribution?

- **Webvan will help you save for retirement by matching your 401(k) savings!** *100% match on your first \$500 saved, then 25% match on all of your additional deposits up to a maximum Webvan match of \$2000 each year!*
- **Immediate Ownership (100% Vesting) of the match!** *This means you own it as soon as they deposit it into your 401(k) account.*
- **Savings and Investment Growth are Tax-deferred!** *You pay no taxes until you withdraw the money.*
- **Automatic - Pre-tax - Paycheck Deduction Savings!** *This is the most convenient way for you to save for retirement.*
- **Always Your Money! Your deposits, plus the Webvan matching deposits, plus earnings are always yours:** *You can take your 401(k) retirement savings account with you if you leave the company!*

For more details call Alex Hargrave or Eddy Salazar at 877-829-5111(toll-free) at USBancorp Piper Jaffray or ask your 401(k) coordinator for an enrollment form and sign up!