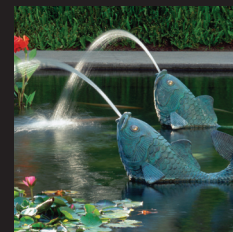
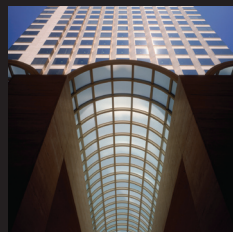


BENEFITS SUMMARY 2009



HEALTH INSURANCE	WHO PAYS FOR IT?	WHEN AM I ELIGIBLE?	WHAT DO I RECEIVE?												
Medical Insurance (Including Prescription Drugs)	Irvine Company and Employee share the cost of coverage <u>Employee Pre-Tax Monthly Cost</u> <table border="1"> <thead> <tr> <th></th> <th>EE</th> <th>EE+1</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>HMO</td> <td>\$48</td> <td>\$132</td> <td>\$234</td> </tr> <tr> <td>PPO</td> <td>\$96</td> <td>\$270</td> <td>\$384</td> </tr> </tbody> </table>		EE	EE+1	Family	HMO	\$48	\$132	\$234	PPO	\$96	\$270	\$384	The first of the month following date of hire Employee may cover spouse, domestic partner and dependent children up to age 25 (regardless of student status)	Anthem (Blue Cross) HMO and PPO plans are available. PPO plan covers 90% of contracted cost if service provider is in the PPO network or 70% of “reasonable and customary” cost if out-of-network. Both plans include a three-tiered prescription drug plan (\$10 copay/Generic, \$20 copay/Brand Name in Formulary, \$35 copay/Brand Name not in Formulary).
	EE	EE+1	Family												
HMO	\$48	\$132	\$234												
PPO	\$96	\$270	\$384												
Dental Insurance	<table border="1"> <thead> <tr> <th></th> <th>EE</th> <th>EE+1</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>HMO</td> <td>\$2</td> <td>\$5</td> <td>\$10</td> </tr> <tr> <td>PPO</td> <td>\$10</td> <td>\$24</td> <td>\$40</td> </tr> </tbody> </table>		EE	EE+1	Family	HMO	\$2	\$5	\$10	PPO	\$10	\$24	\$40		Delta Dental’s HMO and PPO plans are available. Orthodontia coverage is available for employees and dependents.
	EE	EE+1	Family												
HMO	\$2	\$5	\$10												
PPO	\$10	\$24	\$40												
Vision Insurance	<table border="1"> <thead> <tr> <th></th> <th>EE</th> <th>EE+1</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>VSP</td> <td>\$2</td> <td>\$4</td> <td>\$8</td> </tr> </tbody> </table>		EE	EE+1	Family	VSP	\$2	\$4	\$8		Vision Service Plan (VSP) provides comprehensive benefits with in-network and out-of-network eye doctor options.				
	EE	EE+1	Family												
VSP	\$2	\$4	\$8												
Flexible Spending Accounts	Employee (through pre-tax payroll deductions)	The first of the month following date of hire	Health Care and Dependent Care accounts are available. Employee may elect up to \$5,000 annually for each account.												

LIFE INSURANCE	WHO PAYS FOR IT?	WHEN AM I ELIGIBLE?	WHAT DO I RECEIVE?
Basic Group Life Insurance Accidental Death and Dismemberment Insurance	Irvine Company	The first of the month following date of hire	Benefit equal to two times employee’s annual base salary, rounded to the next \$1,000, up to \$800,000.
Supplemental Term Life Insurance	Employee	The first of the month following date of hire	Employee coverage is available for up to five times salary or \$500,000. Spouse coverage is available at 50% of the employee coverage amount up to \$100,000. Children coverage is available up to \$10,000. Evidence of insurability may be required for employee and spouse coverage above certain limits.

DISABILITY INSURANCE	WHO PAYS FOR IT?	WHEN AM I ELIGIBLE?	WHAT DO I RECEIVE?
Short-Term Disability	Irvine Company	After six months of employment	75% of employee's base salary for up to 125 working days.
Long-Term Disability		The first of the month following date of hire	60% of employee's base salary after 180 calendar days of disability up to a maximum benefit of \$25,000 per month.
Long-Term Care Insurance	Employee	The first of the month following date of hire	Opportunity to purchase insurance for employee and/or any eligible family members, including parents and grandparents.

TIME-OFF BENEFITS	WHO PAYS FOR IT?	WHEN AM I ELIGIBLE?	WHAT DO I RECEIVE?
Vacation	Irvine Company	Starts accruing from date of hire	3 weeks/year (4 weeks after nine years of service)
Company Holidays		Date of hire	10 1/2 days/year
Personal Holiday		After six months of employment	1 day/year
Sick Leave		Date of hire (Prorated number of days provided in first calendar year)	10 days/year

RETIREMENT BENEFITS	WHO PAYS FOR IT?	WHEN AM I ELIGIBLE?	WHAT DO I RECEIVE?
Unified Savings Plan (401(k) Plan)	Employee (1% to 75% of eligible pay)	The first of the month following date of hire	Pre-tax participation in a plan administered by Fidelity Investments offering a variety of fund investment options.
Company Match (through Unified Savings Plan)	Irvine Company	The first of the month after one year of employment and 1,000 hours worked	One dollar from the Company for each dollar the employee contributes up to 4% of eligible pay. Company Match is immediately 100% vested.

OTHER VALUABLE BENEFITS	WHO PAYS FOR IT?	WHEN AM I ELIGIBLE?	WHAT DO I RECEIVE?
Employee Assistance Plan	Irvine Company	The first of the month following date of hire	Employee and/or household members receive free counseling for life issues (up to five in-person visits per issue per year) and the resources of a comprehensive referral service (child care, legal, etc.).
Tuition Reimbursement	80% Irvine Company 20% Employee	After one year of employment	Provides 80% reimbursement for approved (job-related) educational expenses (tuition and books) for undergraduate/graduate coursework up to annual and lifetime limits.
Section 529 College Savings Plan	Employee	The first of the month following date of hire	Opportunity to contribute to a beneficiary's higher education fund through the California ScholarShare plan and have contributions payroll deducted.
Voluntary Benefits Program	Employee	The first of the month following date of hire	Opportunity to purchase auto, home, renters and pet insurance through MetLife at discounted group rates.
Corporate Wellness Program	Irvine Company	Date of hire	Various Company-sponsored wellness activities, including a Company-subsidized corporate rate to 24 Hour Fitness for employee and dependents.
Employee Discount Program	Subsidy provided by Irvine Company	Date of hire	Various local and national discount opportunities including a reduced \$99 security deposit for an Irvine Company apartment rental.

Note: This is only a summary of Irvine Company's Benefits Program. Please contact Human Resources for more details. Irvine Company reserves the right to change or modify these benefits at any time. Consult the Summary Plan Description (SPD) for each benefit program and your rights and obligations under each Plan. Should there be an error or omission in this summary, the SPD will always govern.