Ball Aerospace is a leader in developing some of the most sophisticated, often unique, solutions for our customers—enabling NASA studies of the sun; patenting the microstrip antenna; building seven of the Hubble science instruments; discovering exoplanets with Kepler; imaging Pluto in color; building low-observable antennas for military platforms keeping our servicemen and women safe...and produces data analytics and agile software for the intelligence community.

The projects at Ball Aerospace attract the most talented professionals in the aerospace industry, but there are additional company and job perks:

- Unprecedented growth of one of the leading subsidiaries of a Fortune 500 company...
- Excellent salaries and benefits for a thoroughly rewarding lifestyle...

**Vacation**

- Vacation accrual starts immediately and is based on service date
- 3 weeks accrued annually from 0 to 9 years of service
- 4 weeks accrued annually with 10+ years of service
- Part-time employees accrue vacation based on number of hours worked per week

**Holidays**

- 7 traditional holidays
- 3 floating holidays (prorated based on hire date)

**Sick Leave**

The Company provides regular full-time employees with 7 days (56 hours) of illness/non-work related injury (sick) leave annually.

**Payroll**

Paid bi-weekly on Friday. (26 pay periods in 2016) Ball offers direct deposit and on-line payroll information.

**Accident & Sickness (Short-term disability) (only available to full-time employees)**

Paid a percentage of salary based on years of service with the company; up to 25 weeks for a disability exceeding 40 hours. (No cost to employee)

**Long-term Disability (only available to full-time employees)**

Effective 6 months after disability occurred; 60% of salary, up to $5,000/mo, paid until age 65; coordination with Social Security and other disability income. (No cost to employee)

**Term Life - Employee**

Employee receives, at no cost, life insurance equaling 2x annual base salary or $50,000 (maximum $500,000). Part-time employees receive life insurance in the amount of $25,000. Supplemental coverage of another 1x, 2x, or 3x annual base salary (total coverage maximum $1,000,000) can be purchased. Employees who are 70+ are limited to 1x base salary.

**Term Life - Spouse**

Purchase in $50,000 increments to a maximum of $250,000 but not to exceed 100% of employee's Term Life coverage. Evidence of insurability required.

**Term Life - Dependent Children**

Purchase $10,000 for eligible dependent children. Available only if you elect supplemental life insurance.

**Accidental Death & Dismemberment (AD&D)**

- Company paid AD&D equal to basic life insurance coverage ($50,000 or 2x salary).
- Supplemental AD&D may be purchased in an amount equal to supplemental life insurance election (1x, 2x, or 3x salary).
- AD&D for spouse and/or dependents may be purchased in an amount equal to their life insurance election.

**Medical, Dental and Vision Insurance Benefits**

Ball offers a selection of medical, dental, and vision plans.

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**Ball Medical and Prescription Drug Plans (Cigna PPO Plans)**

Employees can choose from two Ball Consumer Choice Plans that both offer comprehensive medical and prescription drug coverage, as well as no cost preventive care. The plans also offer a Health Savings Account (HSA), into which Ball deposits money in addition to optional employee contributions, if the employee is eligible for contributions to an HSA.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Deductible*</th>
<th>Preventive Care</th>
<th>Coinsurance*</th>
<th>Annual Out-of-Pocket Maximum*</th>
<th>Ball HSA Credits</th>
<th>Extra Wellness</th>
<th>HSA Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan 1</td>
<td>Employee Only: $2,000</td>
<td>Covered 100%, no deductible</td>
<td>You pay 20% for medical claims</td>
<td>Employee Only: $5,000</td>
<td>Employees who begin employment before October 14, 2016 and who enroll in a Consumer Choice Plan and the HSA will receive credits for 2016.</td>
<td>Earned by participating in a biometric screening.</td>
<td>Employee Only Coverage: $300</td>
</tr>
<tr>
<td></td>
<td>Employee+1 or Family*: $4,000</td>
<td></td>
<td>You pay 10%-40% for prescription drugs, depending on drug type (&quot;preventive drugs&quot; are not subject to the deductible)</td>
<td>Employee+1 or Family*: $10,000 ($6,850 individual out of pocket maximum)</td>
<td>Employee+1 or Family*: $7,000</td>
<td>Employee+1 or Family*: Coverage: $1,500</td>
<td></td>
</tr>
<tr>
<td>Plan 2</td>
<td>Employee Only: $1,300</td>
<td></td>
<td>You pay 20% for medical claims</td>
<td>Employee Only: $3,500</td>
<td>Employee Only Coverage: $600</td>
<td></td>
<td>Employee+1 or Family*: $2,600</td>
</tr>
<tr>
<td></td>
<td>Employee+1 or Family*: $2,600</td>
<td></td>
<td>You pay 10%-40% for prescription drugs, depending on drug type (&quot;preventive drugs&quot; are not subject to the deductible)</td>
<td>Employee+1 or Family*: $7,000</td>
<td>Employee+1 or Family*: $7,000</td>
<td></td>
<td>Employee+1 or Family*: $2,600</td>
</tr>
</tbody>
</table>

*Deductible, coinsurance and out-of-pocket maximum amounts listed above are for in-network coverage only. Out-of-network amounts are higher. To find out if your physician is in the network, please visit Cigna’s website at http://www.cigna.com. Select “Find A Doctor”. Your network is “Open Access Plus, OA Plus, Choice Fund OA Plus”.

1. A $57.69 per pay period spousal surcharge applies if spouse/domestic partner has coverage available through their own employer (unless spouse also a Ball employee).

2. Domestic partners are eligible with affirmation, but benefits may not be on a pretax basis.
**Educational Benefits**

- Seminars
- College Education Assistance program (eligible after six months of service)

**Additional Benefits**

- Voya Travel Assistance
- Bonus Referral Program
- Service awards
- Survivor support counseling
- Employee Assistance Program
- Flex time
- Employee recognition programs
- Matching gift program for donations through Benevity Ball Community Ambassadors program
- PC purchase program
- Fisher Scholarship

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**Health Savings Account**

Ball offers a Health Savings Account (HSA) with annual company funding that helps you save for, and pay for, eligible medical expenses on a tax-free basis. Ball also deposits money ("HSA Credits") into your account to help you with your health expenses.

**Flexible Spending Accounts**

- Dependent Care Flexible Spending Account (in accordance to IRS pub. 503)
- Health Care Flexible Spending Account (in accordance to IRS pub. 502)

**Employee Stock Purchase Plan (Elective)**

- Employee may purchase up to $9,000 annually ($346.15 per-pay-period)
- Company matches 20% of first $6,000 purchased by employee per-pay-period
- No minimum holding time
- Immediate eligibility

**Retirement Benefits**

- Noncontributory - company funded
- Vested after 5 consecutive years of service
- Annual deposits made into your pension benefit
- Earn between 11.5% and 15% of base pay plus 5% of base pay over 50% of social security wage base
- Percentage of annual contributions is based on years of service
- Paid as a lump sum or monthly annuity

**401(k) (Elective)**

- You are immediately eligible and vested.
- Pre-tax contributions up to 55% of salary, up to the annual IRS maximum
- Sixteen investment options to choose from, funds managed by Vanguard
- You will be enrolled automatically at 3% unless you specify otherwise
- You may change your contribution and investment mix at any time

**401(k) Ball Corporation Match**

- Each pay period, the company will match 100% of the first 3% and 50% of the next 2% of your salary that you contribute into the 401(k). You are immediately vested.

**401(k) Performance Sharing Match Program**

- Based on company performance, Ball Aerospace may match eligible employee 401(k) contributions up to 4% of base pay.

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