

2016 EMPLOYEE benefits



MEDICAL INSURANCE

One PPO Plan and two CDHP Plans with Health Savings Account (HSA) through Anthem Blue Cross Blue Shield to select from. Four tiers of coverage ranging from individual to family. Employee shares cost. Contributions are made on a pre-tax basis. Domestic partner benefits offered. Wellness credit available for certifying you have completed an annual physical in the past 12 months.



PRESCRIPTION DRUG

Included with medical plan. Retail co-pay ranges from \$15 - \$55 for 30-day supply based on tier placement of Rx. Mail order co-pay ranges from \$30 - \$110 for 90-day supply based on tier placement of Rx and medical plan elected. Maintenance medications covered through mail order pharmacy.



DENTAL INSURANCE

Annual deductible is \$50. Calendar year maximum benefit is \$1,500. Lifetime orthodontia benefit is \$1,500 for children up to age 18. Employee shares cost. Contributions are made on a pre-tax basis.



LIFE INSURANCE AD&D INSURANCE

1.5 times annual base salary.
Company paid up to \$750,000.

Supplemental Insurances

Optional life and/or AD&D insurance available for employee and dependents. Supplemental life limit for employee coverage is 5 times annual salary up to \$500,000. Evidence of insurability required for coverage over 3 times annual salary. Dependent life insurance is \$50,000 spouse and/or \$10,000 child(ren). Employee pays full cost.



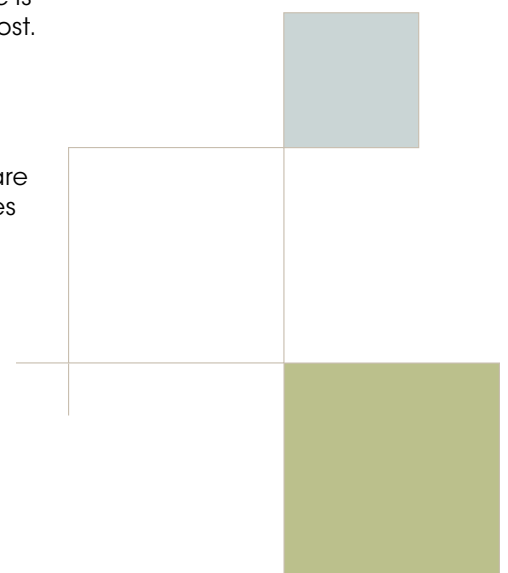
VISION INSURANCE

Exam co-pay of \$5 and materials co-pay of \$10. Contributions are made on a pre-tax basis. The plan provides coverage for glasses (frames and lenses) or contact lenses. Employee pays full cost.



SHORT-TERM DISABILITY

Up to 26 weeks with tiered payment based on length of approved disability. Company paid.



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LONG-TERM DISABILITY

60% of pre-disability earnings reduced by other income benefits.
Maximum monthly benefit is \$20,000. Company paid.



401(k) Savings Plan

Company matches employee's first 5% contribution on dollar for dollar basis after one year of service. Can contribute up to 75% of earnings on a before tax basis. Company match is 100% vested immediately. Employees are automatically enrolled with a 3% contribution and enrolled in auto-increase by 1% each January (non-union only).



FLEXIBLE SPENDING ACCOUNTS (FSA)

Health care flexible spending account

Annual pre-tax contribution capped at \$2,500.

Dependent care flexible spending account

Annual pre-tax contribution capped at \$5,000.

Limited purpose health care spending account

Annual pre-tax contribution capped at \$2,500. Available to those enrolled in the CDHP medical plan option.



VOLUNTARY SUPPLEMENTAL INSURANCE

Accident

Indemnity Medical

Critical Illness

Employee pays premiums. Plans pay cash directly to employee to cover additional expenses.



EMPLOYEE ASSISTANCE PLAN (EAP)

Up to five visits per household member, per incident. Eligible on the first of the month following or coincident with the date of hire.



EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Ability to purchase Masonite stock (NYSE: DOOR) at 6-month intervals through payroll deduction. Receive a 15% discount off the fair market value of the stock. Must be employed 30 days prior to offering date to participate.



PAID HOLIDAYS & VACATION

Masonite offers paid time off for 8 holidays and 2 floating holidays. Vacation accruals increase with service.



TUITION ASSISTANCE

Full-time employees with one year of service are eligible. Up to \$2,000 per calendar year toward the cost of tuition and fees.



2016 HOURLY EMPLOYEE benefits



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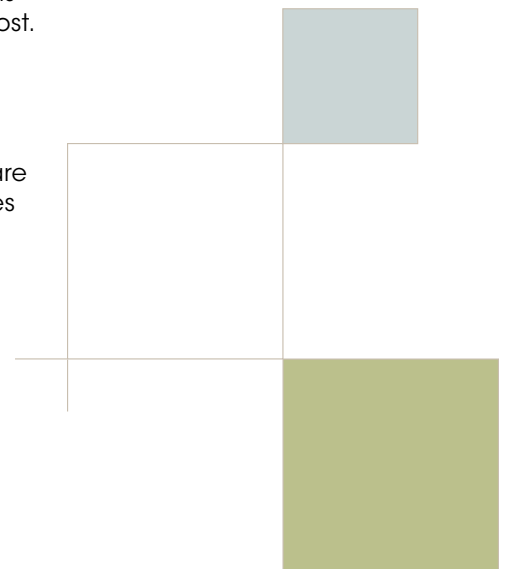
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