



SUITE 300
1801 PARK 270 DRIVE
ST. LOUIS, MO 63146

At Doe Run, employees receive the following Total Rewards¹ package:

- Competitive Base Pay
- Opportunity to earn Variable Pay bonuses
- Opportunity to participate in Profit Sharing
- Paid Vacation
- Nine Paid Holidays
- Two Paid Personal Days
- Education Assistance up to \$7,500 per year
- Professional Development Training
 - On-the-Job Training and Leadership Training
- Day One Health Benefits include the following:
 - Three Medical Plan Options with United Healthcare including free single coverage
 - Monthly Employer contribution to Health Savings Account with enrollment in the Advantage medical plan
 - Individual and Family enrollment contributions in Health Savings Account available in addition to the employer contribution
 - Enrollment in Flexible Spending Account available
 - Dental Plan with Delta Dental of Missouri
 - Vision Coverage with EyeMed
 - Employer Paid Disability Insurance
 - Employer Paid Life and Accidental Death and Dismemberment Insurance
 - Voluntary Supplemental Life and Accidental Death and Dismemberment Insurance
 - Voluntary Accident Injury and Critical Illness Insurance
 - 401(k) Participation with Employer Match at 50% of your first 7% of contributions
 - Auto Enrollment at 5% after the first 30 days of employment with an opt-out option
 - Pre- and Post-Tax contributions are available
 - Comprehensive No-Cost Employee Assistance and Wellness Support Program with ComPsych
 - Behavioral Health offers 24/7 Telephonic Support and up to 3 Counseling Sessions
 - Well-Being Coaching includes up to 5 Sessions per year
 - Financial, Legal, and Estate Support
 - Referrals and Access to qualified experts including:
 - Referrals to local attorneys and one 30-minute consultation

¹ All benefits listed are subject to the terms and conditions of the applicable policies and plan documents. The Company reserves the right to amend, modify, or terminate benefits in its sole discretion. In the event of a conflict between this and the policy or plan documents, the applicable policy or plan documents will govern. Candidates should clarify all benefits prior to accepting an offer of employment.

- Assistance with identity theft and fraud resolution
 - Estate Planning including wills and living trusts
 - Educational Seminars
 - Podcasts and On-Demand Training
 - Online Tools and Resources
 - Aging, Caregiving, and Pet Care
- Corporate Discount Programs
 - Viburnum Golf and Country Club includes free membership for employees
 - Family membership is also available
 - Daily pool use is \$1 for employees and \$3 for family members
 - Viburnum Fitness Center includes free membership for employees
 - Family membership is also available and \$3 per guest
 - Silver Dollar City includes savings of up to 15% on tickets to attractions
 - Silver Dollar City, White Water, and Branson Belle Showboat
 - Six Flags offers electronic ticket discounts for one-day or season tickets
 - AT&T offers savings of up to 15% on cell phone services
 - Enterprise and National car rental discounts
 - General Motors Supplier Discount for new vehicles
 - Working Advantage Discount Program includes additional savings on Apparel, Appliances, Cars, Electronics, Fitness Memberships, Flowers, Gift Cards, Groceries, Hotels, Movie Tickets, Pet Insurance, Theme Parks, Special Events, and so much more.