



A SUPERIOR ENERGY SERVICES COMPANY

Benefits Summary – 2017/2018

Medical

- Eligible on the 1st day of the month following hire date
- Comprehensive PPO network
- Benefits for in network and out of network services
- Prescription drug card and or mail order pharmacy
- Preventive and Wellness Benefits
- Small office co-pay
- Choice of two plans
- Wellness program
- Discounted health club membership
- Preventative care covered at 100%
- Telemedicine services available anytime, anywhere

Dental

- Eligible on the 1st day of the month following hire date
- Preventive care paid at 100%
- Child orthodontia covered

Vision

- Eligible on the 1st day of the month following hire date
- Exam and lenses every 12 months
- In network and out of network benefits
- Discounted services for eye correction surgery, additional glasses and accessories

Flexible Spending Accounts

- Eligible during open enrollment for following year
- Set aside pre-tax dollars to pay for eligible health care and dependent care costs
- You decide how much you want to contribute

Employee Assistance Program (EAP)

- Free, confidential service for work/life balance challenges
- Provides resources and/or counseling sessions

Life and AD&D – 100% paid by company

- Eligible on the 1st day of the month following hire date
- Basic life and AD&D provided at no cost
- Option to elect additional life coverage paid by employee
- Option to elect spouse and child coverage paid by employee

(continued below)

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Short Term Disability – 100% paid by company

- Eligible the 1st day of the 6th month of employment
- Benefits begin on the 8th day of a non-occupational accident or illness
- Maximum duration is 180 days
- Payments bi-weekly

Long Term Disability – 100% paid by company

- Eligible the 1st day of the 6th month of employment
- Benefits payable to retirement if disabled
- Benefits payments monthly

Time Off

- Two weeks' vacation annually; available after 6 months of service
- Ten paid holidays

401K Plan

- Eligible after 60 days of service
- Both 401K and Roth plans available
- Company matches dollar for dollar up to 4%
- 100% vested in employer contributions

Employee Stock Purchase Plan

- Eligible one month prior to the start of an enrollment period
- Enrollment periods are May 1 and November 1
- Purchase stock through periodic payroll deductions
- Purchase shares of stock at a 15% discount
- Superior Energy Services ticker symbol is SPN