

7. FRINGE BENEFITS

7.1 Do black employees benefit from medical, dental, life insurance, accident insurance, disability insurance and other plans on an equal basis with other employees? Yes

If there are differences, please explain.

Please detail the various plans or arrangements under this subsection made available to black employees, distinguishing between statutory entitlements and company-sponsored ones. With respect to company-sponsored plans and arrangements indicate the cost to black employees relative to the cost to other employees and the cost to the company to cover black employees relative to the cost to cover other employees.

- 1) Statutory entitlements - Unemployment Insurance Funds.
- 2) Company Sponsored - None at this time. Offered but none of the employees wanted to participate.

7.2 Annual vacation: Do black employees enjoy the same vacation plan as other employees? Yes. If some vacation plans are different, how many vacation days are accorded annually to black employees? N/A, and how many vacation days are accorded annually to other employees? N/A.

7.3 company programmes, loans and other contributions to assist employees to purchase houses or obtain accommodation enabling them to live with their families near the workplace:

Black employees received greater loan facilities.
(Probably because of greater need.)