

The Health insurance is carried by the Laurentide Mutual Benefit Association, an organization of, for, and by Laurentide employees. The Company stands behind the Association, financially, and makes good any deficit, while any surplus resulting from the difference between the amount of membership dues collected and the total of sick benefits paid out is available, in its entirety, for the activities of the Association and the benefit of its members.

No member of the Laurentide organization, except those on the salaried staff, pays one cent for Life insurance; it is a gift from the Company.

Ninety per cent (90%) of the entire Laurentide personnel belongs to the Mutual Benefit Association.

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