

# MOZILLA

## International Benefit Plan Highlights – FRANCE

MOZILLA intends to provide the following employee benefit program subject to medical underwriting and insurance carrier approval:

<b>INSURANCE COMPANY – ALLIANZ INSURANCE</b>	
<b>EMPLOYEE ONLY COVERAGE</b>	
<b>Life Insurance:</b>	<ul style="list-style-type: none"> <li>• 170% of annual salary up to the Tranche C<sup>1</sup> ceiling</li> <li>• Minimum benefit: Cadre – 117,708 Euros, non Cadre – 58,854 Euros</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
<b>Accident Insurance (AD&amp;D):</b>	<ul style="list-style-type: none"> <li>• 170% of annual salary up to the Tranche C ceiling</li> <li>• Minimum benefit: Cadre – 117,708 Euros, non Cadre – 58,854 Euros</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
<b>Permanent &amp; total disability lump sum:</b>	<ul style="list-style-type: none"> <li>• 170% of annual salary up to the Tranche C ceiling</li> <li>• Minimum benefit: Cadre – 117,708 Euros, non Cadre – 58,854 Euros</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
<b>Double effect death benefit<sup>2</sup>:</b>	<ul style="list-style-type: none"> <li>• 170% of annual salary up to the Tranche C ceiling</li> <li>• Minimum benefit: Cadre – 117,708 Euros, non Cadre – 58,854 Euros</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
<b>Orphan's pension:</b>	<p>A monthly pension benefit payable to each dependent child:</p> <ul style="list-style-type: none"> <li>• Orphans up to age 17 – benefit is calculated on 12% of the employee's earnings</li> <li>• Scholars between the ages of 18 to 25 – the benefit is calculated on 15% of the employee's earnings</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
<b>Sick Pay/Short-term Disability Insurance:</b>	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> 90 days: sick pay of 100% net salary continuation including social security benefits</li> <li>• Day 91 until such time as the employee is eligible for social security disability pension benefits: 80% of salary up to the Tranche C ceiling including social security benefits</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
<b>Long term Disability Insurance:</b>	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> category (at least 33% disabled): monthly benefit of 50% of salary including social security benefits</li> <li>• 2<sup>nd</sup> category (34% -- 66% disabled): monthly benefit of 80% of salary including social security benefits</li> <li>• 3<sup>rd</sup> category (at least 67% disabled): monthly benefit of 80% of salary including social security benefits</li> <li>• Maximum benefit, any category of disability: 100% of net salary</li> <li>• Elimination period: until the time the employee is classified by</li> </ul>

<sup>1</sup> Salary used for determining benefits and contributions ceilings is split into slices of salary called tranches and referred to as Tranche A, B, C and D. Tranche A corresponds to earnings up to the social security ceiling, Tranche B is earnings between 1 and 4 times the social security ceiling; Tranche C is earnings between 4 and 8 times the social security ceiling and Tranche D is all earnings above the Tranche C ceiling. 2010 Tranche A annual ceiling: Euros 34,620

<sup>2</sup> This benefit is payable if the insured and spouse both die in the same accident

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	<p>social security as at least 33% disabled</p> <ul style="list-style-type: none"> <li>• Benefits are payable up to age of retirement</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>
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<b>EMPLOYEE &amp; DEPENDENT COVERAGE</b>	
<b>Supplemental Healthcare Insurance:</b>	<p style="text-align: center;"><u>Medical &amp; surgical coverage including maternity</u></p> <ul style="list-style-type: none"> <li>• Surgical fees and residence costs: 100% of actual costs if attached to the social security system, 90% of actual costs if outside the social security system</li> <li>• Day allowance: 100% of actual costs</li> <li>• Private room: 100% of actual costs if attached to the social security system, 2% of PMSS<sup>3</sup> if outside the social security system</li> <li>• Accompanying bed for child under 16: 2% of PMSS</li> </ul> <p style="text-align: center;"><u>Medical care including maternity</u></p> <ul style="list-style-type: none"> <li>• Generalist and specialist consultations: 150% of social security refund basis</li> <li>• Radiology, medical auxiliary, analysis: 100% of social security refund basis</li> <li>• Ambulance services: 30% of social security tariffs</li> <li>• Pharmacy: 35% -- 85% of social security tariffs</li> <li>• Prevention</li> <li>• Prescribed vaccinations: 100% of actual costs</li> <li>• Bone density exam: 75 Euros per year per insured</li> <li>• Thermal cures reimbursed by social security: 1% of PMSS per day to a maximum of 18 days</li> </ul> <p style="text-align: center;"><u>Dental benefits</u></p> <ul style="list-style-type: none"> <li>• Treatments including inlays and onlays: 100% of the social security refund basis</li> <li>• Dental prosthesis reimbursed by social security: 300% of social security refund basis</li> <li>• Implants – maximum of 1 per year</li> <li>• Annual maximum benefit: 2,885 Euros per insured person except for implants</li> <li>• Implant root: 19% of PMSS</li> <li>• Implant pillar: 8% of PMSS</li> <li>• Parodontics: 20% of PMSS</li> </ul> <p style="text-align: center;"><u>Optical benefits</u></p> <ul style="list-style-type: none"> <li>• Annual maximum benefit: 25% of the monthly social security ceiling per insured person</li> <li>• Lenses: 17% of PMSS</li> <li>• Frames: 8% of PMSS</li> <li>• Contact lenses: 17% PMSS if reimbursed by social security, 8% of PMSS if not reimbursed by social security</li> <li>• Myopia surgery: 4% of PMSS per eye</li> <li>• MOZILLA pays the full cost of this benefit</li> </ul>

<sup>3</sup> PMSS: monthly social security ceiling, Euros 2,885 in 2010

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<b>Vacation/Annual Leave: (statutory)</b>	<ul style="list-style-type: none"> <li>• Employees accrue 2.08 days per month of employment with a maximum of 25 days per year. If an employee has worked less than 1 year since 1 June of the preceding year, vacation entitlement is pro rate to length of service.</li> <li>• Employees taking more than 1 week of their vacation outside the normal vacation period of 1 May to 31 October are entitled to additional vacation leave</li> <li>• All vacation accrued in a given vacation year ((1 June to 31 May) must be used in that vacation year.</li> <li>• Employees need to schedule vacation time with their immediate manager in advance by submitting a "Vacation Request"</li> </ul>
<b>Maternity leave: (statutory)</b>	<ul style="list-style-type: none"> <li>• Employees are entitled to a total of 16 weeks of maternity leave. Social security pays 100% of the employee's average covered earnings for 6 weeks before and 10 weeks after the expected date of delivery.</li> </ul>
<b>Paternity leave: (statutory)</b>	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> 3 days: 100% salary continuation</li> <li>• Next 11 days: Social security pays 100% of the employee's average covered earnings</li> </ul>
<b>Special Leaves: (statutory)</b>	<ul style="list-style-type: none"> <li>• Wedding – 4 days paid; 1 day paid for child's wedding</li> <li>• Care of a sick child -- 3 days unpaid</li> <li>• Death – 2 days paid in case of death of a child or spouse, 1 day paid in case of death of a parent, brother, sister, parent-in-law</li> <li>• Examinations – 24 hours paid per year</li> </ul>
<b>Public Holidays: (statutory)</b>	Public holidays <ul style="list-style-type: none"> <li>• New Year</li> <li>• Easter Monday</li> <li>• Labour Day</li> <li>• Victory Day</li> <li>• Ascension</li> <li>• Bastille Day</li> <li>• Assumption</li> <li>• All Souls</li> <li>• Victory Day 1918</li> <li>• Christmas</li> </ul>

MOZILLA reserves the right, in its sole discretion, to terminate, withdraw, replace, amend, change or alter from time to time any benefit plan or program that it provides, or may provide in the future, to employees. Furthermore, subject to applicable laws, MOZILLA shall not at any time be required to compensate any employee for any loss resulting from the termination, withdrawal, replacement, amendment, change or alteration of any benefit plan or program it offers.

This document is provided only as summary of your benefits; if you have specific questions relating to coverage, please refer directly to insurance policies or contact the H/R Department

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