

To: All Rapid Armored Employees in the Bargaining Unit
From: Don Bufalini, VP Sales and Operations
Date: 1/2/2011
Re: Health, Dental and Vision Insurance

Message

Effective January 1, 2012, Rapid Armored **will no longer provide** group health, Dental or Vision insurance for you or your covered family members.

As a result of ratification of the agreement by Rapid Armored employees, Rapid Armored implemented the terms of the agreement, including wages and health insurance. Yesterday your Union provided, health care documents required by their health care program provided under your agreement, to Rapid Armored requesting that we distribute them to you.

The Union indicated that unless you complete and submit the documents immediately to allow for coverage by January 1, 2012 you and/or your family will not have health insurance provided by Rapid Armored after January 1, 2012.

If health care coverage is necessary for you and your family after January 1, 2012 please immediately fill out and submit the documents.

If you have any questions or concerns regarding this memorandum please contact Don Bufalini. A copy of this document will be placed in your personnel file.

Employee, please sign below to acknowledge that you read and you understand the contents of this document.

Print Name _____ Signature _____ Date _____

Supervisor, please sign below to acknowledge that you have discussed the preceding matter with the employee.

Print Name _____ Signature _____ Date _____

Please return the signed copy to Carmen Fernandez in the Rapid Armored office