



2007 Benefits Summary

Health, Dental and Vision Benefits

Health Care Options:

Aetna PPO Option
Aetna Basic Option (Indemnity Plan)
Aetna Out-of-Area Option (PPO Plan)
Aetna HMO (Texas and Ohio Only), HMO Illinois

Dental Care Options:

MetLife DPO Option
CIGNA DHMO Option

Vision Care Options

Flexible Spending Accounts

Income Protection Benefits

Long Term Disability

Survivor Protection Benefits

Basic Life Insurance

Group Universal Life Insurance

Accidental Death & Dismemberment

Occupational Accidental Death Insurance

Retirement Programs

INEOS USA LLC Employee Savings Plan

INEOS USA LLC Pension Plan

Other Benefits

Optional 9/80 Work Schedule

Short-Term Disability

8 Scheduled Holidays plus:

1 Personal Choice Holiday for 9/80 Work Schedule, or 2 Personal Choice Holidays for 5/40 Schedule

Educational Assistance Program

Vacation Commensurate with Years of Company Service