



COMPREHENSIVE COVERAGE AND INVESTMENT OPTIONS

C&J Energy Services offers competitive benefits designed with our employees and their families in mind. Our programs help protect the health of our employees, build financial security and provide time away from work. Company benefits are effective on the first day of the month following employment start date.

BENEFITS OVERVIEW

HEALTH INSURANCE

C&J offers comprehensive medical, dental and vision insurance. The medical plan offers three plan options with a wide range of providers nationwide and 100 percent preventive care coverage. We offer two preferred provider organizations (PPO) plans, a high-deductible plan with a health savings account (HSA) and a health maintenance organization (HMO) plan for our California employees. The dental plan includes coverage for most preventive, basic and major services, as well as orthodontia coverage. The vision plan provides coverage for eye exams and corrective eyewear, including contact lenses.

FLEXIBLE SPENDING ACCOUNTS (FSA)

C&J offers a flexible spending account to help employees save on taxes for health and dependent care expenses. Employees can contribute to either or both accounts on a pre-tax basis. These amounts can be used to reimburse eligible health care expenses such as vision and hearing care, deductibles, copays and certain child and elder care expenses.

BASIC LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

At no cost to the employee, C&J provides basic life and AD&D insurance coverage at five times the base pay and up to \$100,000 (\$500,000 for executive management).

SUPPLEMENTAL LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

Employee supplemental life and AD&D insurance is available up to the lesser of five times the annual base pay and up to \$2,000,000 in \$10,000 increments. Employees may also purchase life insurance for their spouse and/or dependent children. These benefits are available at cost as an after-tax deduction and are subject to several specific plan requirements and limitations.

SHORT-TERM DISABILITY INSURANCE

Available at no cost to the employee, short-term disability insurance allows employees to continue receiving a portion of their income on a temporary basis while unable to work.

LONG-TERM DISABILITY INSURANCE

Long-term disability is available after short-term benefits have been exhausted. Like short-term disability, this benefit is provided at no cost to eligible employees.

401(K) PLAN

Employees are eligible to participate in C&J's 401(k) plan beginning on their first day of employment. C&J matches the first 3 percent of the employee's contribution dollar-for-dollar and the following 2 percent by 50 percent. To get the full 4 percent match, employees must contribute 5 percent. The match immediately belongs to the employee upon contribution.

Note: C&J reserves the right to amend our benefits program at any time with or without prior notice.

WE ARE C&J.

Sales of products and services by C&J Energy Services (through any of its operating companies) will be in accord solely with the terms and conditions contained in the contract between C&J Energy Services and the customer that is applicable to such sale.

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