



Meet The Principal® 10 Best Companies

Placid Refining Company LLC

Dallas, Tex.

with refinery operations in Port Allen, La.

Type of business: Independent, privately owned oil refinery		
Number of employees: 191	Founded: 1975	Web site: www.placidrefining.com

Benefit highlights:

- 60 – 70 percent employer-paid medical insurance premiums for employees and dependents
- 401(k) plan with an employer match of 100 percent up to 8 percent of pay deferred; average employee deferral of 9 percent
- Defined benefit pension plan
- Roth 401(k)
- 100 percent employer-paid premiums for short- and long-term disability insurance

Percent of employees participating in 401(k) plan:

100 percent

How they've dealt with rising medical insurance costs:

After switching to a self-funded plan, Placing Refining Company experienced no-cost increase in 2006. As a result, the company was actually able to reduce employees' premiums last year.

Other interesting facts:

- Reduces medical insurance premiums for employees who participate in the wellness program
- Offers retiree medical and prescription drug coverage



WE'LL GIVE YOU AN EDGESM

Principal Life Insurance Company, Des Moines, Iowa 50392-0001, www.principal.com