



* Benefits may vary based on work location and hours worked. If you have specific questions please contact your recruiter.



Benefits Overview

FULL-TIME AND PART-TIME EMPLOYEES



Herman Miller, Inc. is an equal opportunity employer.
© 2007 Herman Miller, Inc. Zeeland, Michigan Printed in U.S.A. on recycled paper.
©  HermanMiller is a registered trademark of Herman Miller, Inc.





healthcare benefits

HEALTH INSURANCE
Several health plan options allow you to choose the plan that serves the needs of your family. Prescription coverage is also included in each plan.

DENTAL INSURANCE
Comprehensive dental coverage, including orthodontic care, is available for employees and their dependents.

VISION CARE PLAN
The optional vision plan utilizes a nationwide network of eye care professionals. Coverage includes eye exams, lenses, frames and contacts and is available for employees and their dependents.

FLEXIBLE SPENDING ACCOUNTS
Pretax flexible spending accounts are available for out-of-pocket health care and dependent care expenses.

SHORT TERM DISABILITY
Short term disability replaces a portion of an employee's income up to 26 weeks of absence due to illness or accident. Coverage is available for all employees.

LIFE INSURANCE
Basic coverage equals 1.75X base salary. Accidental death coverage is 3.5X base salary.*

SUPPLEMENTAL LIFE INSURANCE
Additional life insurance coverage is available for purchase via payroll deduction for employees and family members. Competitive premium rates are payroll deducted.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE (AD&D)
Benefits selected are payable in the event of accidental death or dismemberment. Coverage is available for employees and family members.

LONG TERM DISABILITY
60% of base salary is covered for disability extending beyond 26 weeks. Additional coverage **may be** available through payroll deduction.*

financial protection

CRITICAL ILLNESS/PERSONAL ACCIDENT/ LONG TERM CARE
Voluntary benefits available through payroll deduction that are designed to provide financial protection for an employee or dependent in case of critical illness or accident.



future planning

PROFIT SHARING
Company contribution to Herman Miller, Inc. stock based on annual financial performance. Immediately eligible and immediately vested.*

401(k)
Employees may choose to make a pre-tax contribution of up to 50% of their salary to the 401(k) plan. Herman Miller provides a match of 50% of the first 6% that the employee contributes. Immediately eligible and immediately vested.*

RETIREMENT INCOME PLAN (CASH BALANCE)
A cash balance plan that provides a company contribution of 4% of compensation, deposited and credited with interest quarterly. Contributions begin immediately. Five year vesting requirement.*

EMPLOYEE STOCK PURCHASE PLAN
Company stock available for purchase through payroll deduction at 85% of the market rate.



FITNESS FACILITIES
On-site facilities available at select locations, other locations eligible for a reimbursement of \$125 for fitness club membership.

HEALTH SERVICES
On site nursing support for basic medical assistance, health testing and treatment of injuries.*

EMPLOYEE ASSISTANCE PROGRAM
Provides counseling service for personal concerns; including financial, legal, day care/elder care referral, and other work life balance solutions.

WELLNESS PROGRAMS/CLASSES
Wellness programs and classes covering a variety of topics. Instructor led fitness classes are available on site. Presentations are made available in Podcast format.

HEALTH RISK ASSESSMENT
Opportunity to earn a rebate on your medical premiums by participating in a personal health assessment. (Available at the beginning of the calendar year).



wellness benefits

EDUCATIONAL ASSISTANCE
100% reimbursement for approved college course work; including textbooks. Eligible after six months of service.

ADOPTION ASSISTANCE
Provides reimbursement of qualified adoption expenses up to \$5,000 for each child.

HOLIDAY PAY
12 paid holidays each year, including floating holidays to be used at the employee's discretion.

BEREAVEMENT LEAVE
Up to 5 paid days of paid time off for bereavement.

VACATION		Paid time off based on years of service:	
0-1 year of service	Prorated portion of 2 weeks		
1-5 years of service	2 weeks		
6-13 years of service	3 weeks		
14-21 years of service	4 weeks		
22+ years of service	5 weeks		

VACATION PURCHASE OPTION
Employees may purchase an additional week of vacation via payroll deduction. The cost is deducted in equal amounts over 26 pay periods (1 year). Annual enrollment; eligibility based on hire date.*

work / life balance

DOMESTIC PARTNER BENEFITS
Benefits are extended to all domestic partners.

COMPANY GIFTS
Company gifts are provided to recognize life events. Annual holiday gifts celebrate the holiday season.*

CONCIERGE SERVICES
The concierge services goal is to provide you with assistance and help you be successful balancing responsibilities -- at work and home.

EMPLOYEE EVENTS
Annual picnic in West Michigan. Comparable events elsewhere.

ECONOMIC VALUE ADDED BONUS
Bonus payout based on company economic performance, payable twice annually.*

additional benefits

SERVICE AWARD
A service award is available after 10, 20, and 25 years of service.*

LENGTH OF SERVICE BONUS
Annual bonus paid based on length of service after five years of employment.*

PRODUCT PURCHASE
Herman Miller, Inc. products are made available to employees at a discounted price.

LEGAL SERVICE:
Optional coverage for legal services, including will or trust preparation, identity theft defense and real estate document review.



*Availability and plan details may vary for this benefit based on work location, hours worked, or position.



healthcare benefits

HEALTH INSURANCE
Several health plan options allow you to choose the plan that serves the needs of your family. Prescription coverage is also included in each plan.

DENTAL INSURANCE
Comprehensive dental coverage, including orthodontic care, is available for employees and their dependents.

VISION CARE PLAN
The optional vision plan utilizes a nationwide network of eye care professionals. Coverage includes eye exams, lenses, frames and contacts and is available for employees and their dependents.

FLEXIBLE SPENDING ACCOUNTS
Pretax flexible spending accounts are available for out-of-pocket health care and dependent care expenses.

SHORT TERM DISABILITY
Short term disability replaces a portion of an employee's income up to 26 weeks of absence due to illness or accident. Coverage is available for all employees.

LIFE INSURANCE
Basic coverage equals 1.75X base salary. Accidental death coverage is 3.5X base salary.*

SUPPLEMENTAL LIFE INSURANCE
Additional life insurance coverage is available for purchase via payroll deduction for employees and family members. Competitive premium rates are payroll deducted.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE (AD&D)
Benefits selected are payable in the event of accidental death or dismemberment. Coverage is available for employees and family members.

LONG TERM DISABILITY
60% of base salary is covered for disability extending beyond 26 weeks. Additional coverage **may be** available through payroll deduction.*

financial protection

CRITICAL ILLNESS/PERSONAL ACCIDENT/ LONG TERM CARE
Voluntary benefits available through payroll deduction that are designed to provide financial protection for an employee or dependent in case of critical illness or accident.



future planning

PROFIT SHARING
Company contribution to Herman Miller, Inc. stock based on annual financial performance. Immediately eligible and immediately vested.*

401(k)
Employees may choose to make a pre-tax contribution of up to 50% of their salary to the 401(k) plan. Herman Miller provides a match of 50% of the first 6% that the employee contributes. Immediately eligible and immediately vested.*

RETIREMENT INCOME PLAN (CASH BALANCE)
A cash balance plan that provides a company contribution of 4% of compensation, deposited and credited with interest quarterly. Contributions begin immediately. Five year vesting requirement.*

EMPLOYEE STOCK PURCHASE PLAN
Company stock available for purchase through payroll deduction at 85% of the market rate.



FITNESS FACILITIES
On-site facilities available at select locations, other locations eligible for a reimbursement of \$125 for fitness club membership.

HEALTH SERVICES
On site nursing support for basic medical assistance, health testing and treatment of injuries.*

EMPLOYEE ASSISTANCE PROGRAM
Provides counseling service for personal concerns; including financial, legal, day care/elder care referral, and other work life balance solutions.

WELLNESS PROGRAMS/CLASSES
Wellness programs and classes covering a variety of topics. Instructor led fitness classes are available on site. Presentations are made available in Podcast format.

HEALTH RISK ASSESSMENT
Opportunity to earn a rebate on your medical premiums by participating in a personal health assessment. (Available at the beginning of the calendar year).



wellness benefits

EDUCATIONAL ASSISTANCE
100% reimbursement for approved college course work; including textbooks. Eligible after six months of service.

ADOPTION ASSISTANCE
Provides reimbursement of qualified adoption expenses up to \$5,000 for each child.

HOLIDAY PAY
12 paid holidays each year, including floating holidays to be used at the employee's discretion.

BEREAVEMENT LEAVE
Up to 5 paid days of paid time off for bereavement.

VACATION		Paid time off based on years of service:	
0-1 year of service	Prorated portion of 2 weeks		
1-5 years of service	2 weeks		
6-13 years of service	3 weeks		
14-21 years of service	4 weeks		
22+ years of service	5 weeks		

VACATION PURCHASE OPTION
Employees may purchase an additional week of vacation via payroll deduction. The cost is deducted in equal amounts over 26 pay periods (1 year). Annual enrollment; eligibility based on hire date.*

work / life balance

DOMESTIC PARTNER BENEFITS
Benefits are extended to all domestic partners.

COMPANY GIFTS
Company gifts are provided to recognize life events. Annual holiday gifts celebrate the holiday season.*

CONCIERGE SERVICES
The concierge services goal is to provide you with assistance and help you be successful balancing responsibilities -- at work and home.

EMPLOYEE EVENTS
Annual picnic in West Michigan. Comparable events elsewhere.

ECONOMIC VALUE ADDED BONUS
Bonus payout based on company economic performance, payable twice annually.*

additional benefits

SERVICE AWARD
A service award is available after 10, 20, and 25 years of service.*

LENGTH OF SERVICE BONUS
Annual bonus paid based on length of service after five years of employment.*

PRODUCT PURCHASE
Herman Miller, Inc. products are made available to employees at a discounted price.

LEGAL SERVICE:
Optional coverage for legal services, including will or trust preparation, identity theft defense and real estate document review.



*Availability and plan details may vary for this benefit based on work location, hours worked, or position.