



Vision

To be the first choice in quality multifamily living.

Mission

To deliver superior satisfaction and value to our residents, associates and investors.

Core Values

Performance & Accountability

As Post associates, we are committed to pursuing excellence. We believe that achieving excellence is a source of personal pride and the hallmark of a successful organization. We consistently fulfill obligations and are accountable to our residents/customers and the company. We perform our jobs properly, reliably and with persistence.

Honesty & Integrity

Honesty and integrity are the foundation of everything we do and are reflected in our actions. We maintain the highest ethical principles in our dealings with others. We do the "right" things for the "right" reasons.

Innovation

We strive for market leadership and to create an innovative and customer-centered structure. We are encouraged to generate new, unique and/or constructive ideas and suggestions.

Quality

Our customers deserve the highest quality of products and services. That means we have a strong focus on details, processes and innovations that ensure we are exceeding those expectations of quality.

Service

Our strength is in our commitment to service. Everyone plays a role in giving great customer service, whether to an internal customer (colleague) or an external customer (resident). We also focus on service to the community and work to enhance the company's presence in community events and charitable organizations.

Teamwork

We are committed to putting the best people in the right places, giving them the training, tools and resources to succeed, and ensuring diversity across our organization. We value our teams for their differences and individuality, and take pride in listening and respecting the opinions of others.

WWW.POSTPROPERTIES.COM

One Riverside
4401 Northside Parkway, Suite 800
Atlanta, Georgia 30327-3057
404.846.5000

2009 BENEFITS OVERVIEW



POST APARTMENT HOMES, L.P.

This is an overview of the benefits provided to Post associates. More detailed information, including rates, will be mailed to homes of new associates approximately six weeks after their hire date. Questions may be directed to Post Benefits at (404) 846-5680.

Full-time associates regularly scheduled to work 30 hours or more per week are eligible for all benefits listed below. For most benefits, eligibility begins on the first day of the month following 90 calendar days of employment.

BENEFITS AVAILABLE TO POST ASSOCIATES

Medical: Post offers associates a choice of three medical plans through BlueCross BlueShield of Georgia. Georgia associates have the choice of an HMO as well as two (2) PPO plans. Non-Georgia associates have the choice of an EPO as well as two (2) PPO plans. Participating health care providers can be found online at www.bcbgsa.com.

Dental: Post's dental coverage, through BlueCross BlueShield of Georgia, allows participants to use any dentist of their choice. Preventive, basic, major and orthodontic services are covered at varying coinsurance levels, according to reasonable and customary rates.

Vision: Vision coverage is provided through Vision Service Plan (VSP), and is available from both participating and non-participating providers. A complete list of participating providers is available on VSP's website, www.vsp.com.

Reimbursement Plans: The Reimbursement Plans (Flexible Spending Accounts) are permitted by Section 125 of the Internal Revenue Code and allow associates to set aside pre-tax dollars to pay for eligible health care and/or dependent care expenses.

Life Insurance: Post provides Life and Accidental Death & Dismemberment insurance as company-paid benefits for all eligible full-time associates. Additionally, these associates have the opportunity to purchase Supplemental and Dependent Life insurance for themselves and their dependents. (Medical underwriting or evidence of insurability may be required.)

Disability: Post provides Short-Term and Long-Term Disability as company-paid benefits for all eligible full-time associates. Disability coverage provides partial income protection while you are unable to work due to an approved, non-work related accident or illness.

401(k): All associates are eligible for the Post Properties, Inc. 401(k) Plan. This is a retirement savings plan designed to help associates save through pre-tax payroll deductions. Contributions may be invested in a variety of funds and Post stock.

Employee Stock Purchase: All associates regularly scheduled to work 20 or more hours per week, who have completed one full calendar month of service prior to January 1 or July 1, are eligible to participate in Post's Employee Stock Purchase Plan. This plan allows associates to purchase Post stock at a discounted rate.

ADDITIONAL BENEFITS

Employee Assistance Program: Post offers an Employee Assistance Program to all associates and their immediate family members from the first day of employment. The EAP provides assistance for any issues affecting their job or personal life. Participation in the EAP is strictly confidential.

Voluntary Benefits: All associates regularly scheduled to work 20 or more hours per week may purchase the following voluntary benefits (medical underwriting or evidence of insurability may be required):

Long Term Care: provides benefits when the covered person is unable to perform two or more daily living activities, or has a severe cognitive impairment.

Critical Illness Insurance: pays a lump sum benefit upon diagnosis of a covered critical illness or event such as cancer, heart attack or stroke.

Whole Life Insurance: cash value policy, with family coverage options available.

Group Legal Services: offers a wide range of personal legal services, including telephone and in-person consultations, document preparation, and full representation in many frequently needed legal matters.

Auto & Home: This program offers discounted group rates on auto, home, renters and other personal property insurance, available in most states to those associates who qualify.

Credit Union: All associates and their immediate family members are eligible to join the Lockheed Georgia Employees' Community Credit Union (LGECCU). The credit union has shared service centers around the country which allow members outside of Georgia to conduct most of their business as if doing so at a LGECCU branch.

Employee Discount Program: All associates have access to Sparkfly, a national service providing discounts and incentives from local and national merchants.

Paid Time Off: All full-time, and part-time associates regularly scheduled to work 20 hours per week or more, are eligible to accrue time off for vacation, sick and one personal day. Policy and eligibility guidelines regarding accrual and use of time off will apply.

Holidays: All full-time associates normally receive eight paid holidays per year. Part-time associates regularly scheduled to work 20-29 hours per week receive four hours of pay per holiday.

Apartment Discount: All full-time associates are eligible for a discount on a Post apartment upon employment. All discounts are subject to Post's approval and to conditions of the rental agreement and Apartment Discount Policy.