

## Capital One 2008 Summary of Benefits

- This document provides a brief summary of some of the benefits available to most full-time, exempt associates at Capital One. You may also be eligible for benefits, services and amenities not described in this document.
- This document does not include all details, eligibility requirements and other information about the benefits it describes and does not replace official plan documents.
- The benefits described in this document may change after Dec. 31, 2008.

Health & Wellness	
Medical	Three Aetna comprehensive options offer a full range of preventive, inpatient/surgical, emergency/urgent care, mental health and other coverage. Coinsurance and copayments apply.
Prescription Drug	Included with Aetna medical plan in all options. Coinsurance and copayments apply.
Vision	Medically necessary vision care covered under the Aetna Medical plan. Option of purchasing coverage under the Davis Vision Plan, which may lower expenses for frequent users of vision-care services/supplies.
Dental	Option of purchasing Aetna Basic or Enhanced comprehensive dental options that offer different levels of coverage based on your needs and budget. Coinsurance applies.
Employee Assistance	Provided through LifeWorks, which you may contact at any time to discuss or obtain information about a wide range of personal and family issues.
Insurance	
Associate Life	Provided through Aetna, the company provides 1x your annual base salary (up to a maximum) of life insurance. Benefits are paid to your designated beneficiary in the event of your death. Option of purchasing additional supplemental life insurance coverage (up to 5x salary) through Aetna. Evidence of Insurability rules apply.
Accidental Death & Disability/Personal Loss	Provided through Aetna, pays 1x your annual base salary (up to a maximum) to your designated beneficiary in the event of your death, or up to 1x your annual base salary in the event of certain injuries. Option of purchasing additional coverage through Aetna. Evidence of Insurability rules apply.
Dependent Life	Option of purchasing one of five coverage options through Aetna. Pays a benefit to you in the event of the death of a spouse or child.
Short-Term Managed Income Protection	Provided through Aetna, pays benefits to you (as a percentage of base earnings based on years of service, up to a monthly cap) when you miss work for up to 180 days due to certain illnesses or injuries not covered by Workers' Compensation. Probationary period applies.
Long-Term Managed Income Protection	Provided through Aetna, the company-paid plan pays benefits to you (50% of base earnings, up to a monthly cap) when you miss work for more than 180 days and are certified as partially or totally disabled. Option of purchasing additional coverage (additional 20% of base earnings) through Aetna.
Workers' Compensation	Provided through the company, pays benefits to you when you miss work based on state-mandated guidelines.



## 2008 SUMMARY OF BENEFITS (FOR MOST FULL-TIME EXEMPT POSITIONS)

Financial	
<b>Savings Plan</b>	Provided through Fidelity, offers a market-leading 401(k) investment plan that allows you to make tax-deferred contributions of up to 50% of your base salary and to receive tax-deferred contributions of up to 9% of your base salary from the company. Roth IRA and Brokerage Window available.
<b>Stock Purchase Plan</b>	Provided through E*Trade, enables you to contribute up to 15% of eligible pay purchase Capital One stock at a 15% discount with no brokerage fees. If you contribute less than 15% by paycheck deductions, you can make a quarterly purchase that brings your total to 15%.
<b>Health Care Flexible Spending Account</b>	Provided through Aetna, enables you to pay for certain health care costs, such as copays, by making pre-tax contributions that are matched by the company 50% up to \$1,000 each year (including any match to a Dependent Care Flexible Spending Account).
<b>Dependent Care Flexible Spending Account</b>	Provided through Aetna, enables you to pay for certain dependent care costs, such as child day care, by making pre-tax contributions that are matched by the company 50% up to \$1,000 each year (including any match to a Health Care Flexible Spending Account).
Time Off	
<b>Vacation/Paid Time Off</b>	<p>Exempt associates receive up to four weeks of paid vacation each year, depending on their length of service with the company:</p> <ul style="list-style-type: none"> <li>■ Year of hire: Two weeks, pro-rated within the calendar year</li> <li>■ First full year through fourth full year of service: Three weeks</li> <li>■ Fifth full year of service and beyond: Four weeks</li> </ul> <p>All Associates may also purchase up to five days of time off each year, and may carry over up to five days of unused earned (not purchased) time off.</p>
<b>Holidays</b>	Exempt associates receive eight paid scheduled holidays and two paid floating holidays each year. (Different rules may apply for some businesses.)
<b>Bereavement Leave</b>	All associates may take up to three days of paid leave in a 12-month period for the loss of a loved one.
<b>Family Care Leave</b>	Exempt associates may take up to three days of paid leave in a 12-month period to care for a loved one.
<b>Parental Leave/FMLA</b>	New mothers may take up to eight weeks paid and up to 16 weeks unpaid leave. New fathers may take up to two weeks paid and up to 10 weeks unpaid leave. Adoptive or foster parents may take up to six weeks paid and up to six weeks unpaid leave. All parents may work 50% of normal schedule for 30 days upon return from leave.
<b>Sick Leave</b>	Exempt associates take sick days as necessary. Certification may be required in certain circumstances.
<b>Emergency Absence</b>	Exempt associates may take up to four days of their vacation for emergencies.
<b>Required Court Appearances</b>	Associates receive full pay when serving on a jury or making a required court appearance, except when appearing in a civil or criminal case on their own behalf.
<b>Military Leave</b>	Associates receive make-whole pay when called to active duty due to a military conflict, and receive make-whole pay for up to 11 days of military training each year.