



Total Rewards Offerings FY22

Health benefits begin on the 1st of the month after start date and employees must work an average of 30 hours per week to be eligible. If you would like to verify coverage for any of the providers and plans we offer, please contact the providers directly.

Medical - Blue Cross Blue Shield, Aware network

- All PPO plans are eligible for our Medical Flexible Spending Account.
- All High Deductible plans are eligible for the Health Savings Account with employer contribution.

Monthly Premiums by Coverage Level	\$500 Deductible PPO Co-pay	\$1500 Deductible PPO Co-pay	\$2800 High Deductible	\$5000 High Deductible
Employee Only	\$181.15	\$135.83	\$146.97	\$103.11
Employee + 1	\$437.23	\$333.02	\$324.27	\$232.00
Employee + Family	\$618.37	\$468.85	\$449.74	\$309.34

Dental – Delta Dental

Monthly Premiums by Coverage Level	Base Plan	Buy-up Plan
Employee Only	\$8.80	\$9.89
Employee + Spouse	\$17.36	\$19.74
Employee + Child(ren)	\$20.76	\$23.64
Employee + Family	\$29.48	\$33.66

Vision – Eyemed

Monthly Premiums by Coverage Level	Base Plan
Employee Only	\$1.50
Employee + 1	\$2.84
Employee + Family	\$4.18

Retirement Plans

- 403(b) – All employees are eligible as of the 1st of the month following their start date and can save pre-tax dollars with many investment options.
 - o Automatic enrollment into plan at 6% employee contribution
 - o Fully vested immediately but no employer contributions/match
- Money Purchase Plan (Pension) – Employer contributes 6% earnings as retirement savings
 - o Must be employed on October 1 for that year to be eligible for the contribution
 - o Fully vested after 3 years

The Annual Incentive Plan (AIP):

- A program set each year to provide incentive to employees based on several factors, including overall organizational performance.
- This plan is announced and measured for each fiscal year based on goals set by the organization.

Paid Time off

- Paid Time Off (PTO) is provided at the below schedule to all regular employees.

Month of Hire	New Hire Prorated PTO Hours
Jan – June	192 (24 days)
July – Dec	96 (12 days)

- PTO days increase to 28 days after working 2 years and 30 days after working 5 years.
- Part-time employees (working 30 hours or less weekly) will receive a prorated amount of PTO.



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- Additional paid time off available for the below reasons:
 - o Volunteer
 - o Bereavement
 - o Jury Duty/Civic Duty
 - o Bone marrow/stem cell/blood donation
 - o School Activity
 - o Voting

Holidays

- Must normally be scheduled to work on that Holiday to receive the Holiday pay
- 9 regular holidays with one floating holiday to use throughout the year

Parental Leave

- Maternity, paternity, adoption and foster leaves are eligible for 16 weeks of parental leave, 8 of which include 100% pay continuation (outside of disability pay if applicable).

Employer Paid Benefits

- *Employee Life/AD&D Insurance* - 3x annual salary up to \$600,000 maximum (employee taxed)
- *Short-term disability* – Up to a maximum of 12 weeks of coverage at 70% of weekly wage
- *Long-term disability* –60% of weekly wages, up to a \$10,000 monthly max (employee taxed)
- *Travel Assistance and Accident Insurance*
- *Tuition reimbursement* – All regular employees eligible after 6 months of service - must be job-related with maximums \$2,000 undergrad and \$3,000 graduate

Supplemental Benefits – Fully Employee Paid

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| - <i>Voluntary life and AD&D Insurance</i> | - <i>Pet insurance</i> |
| - <i>Accident insurance</i> | - <i>Legal assistance</i> |
| - <i>Critical illness Insurance</i> | - <i>Identify theft</i> |
| - <i>Hospital protection insurance</i> | - <i>Twin Cities Metropass</i> |

Well-being Offerings

- *Lifestyle Stipend (employee taxed)*
- *Beacon Well-being Employee Assistance Program (EAP)*
- *Learn to Live Emotional Health Platform*
- *Sharecare Well-being Platform and Fitness Incentive*
- *Health and Well-being Virtual Classes*
- *WellCents Financial Well-being Platform*
- *BeExtraordinary Recognition Program*
- *Discount Purchase Program*
- *Employee Resource Groups (ERGs)*