

## 2022 Benefits Summary

We offer all full-time employees a comprehensive program of employee benefits. This summary is not intended to be a complete description of our benefits. This benefit summary is not a contract of employment.

### Health Insurance

Self-Funded Plan – PPO Network  
 Wellmark, Inc.

Eligible after 30 days of employment. 25% of premium is paid by the employee.

#### Understanding Your Health Benefits

**Deductible\*** – this is the amount that must be satisfied each calendar year before benefits are payable.

**Out-of-Pocket Maximum\*** – this is the maximum amount of deductible and coinsurance you must pay in a calendar year before insurance pays 100%.

**Coinsurance\*** – this is the percentage the plan pays after the deductible is met.

**Copayment (Co-pay)** – a flat percentage you must pay for certain benefits.

**Preferred Provider Organization (PPO) Network** - A current listing of providers is available of the internet at [www.wellmark.com](http://www.wellmark.com)

\*All benefits are subject to deductibles, coinsurance and maximums unless otherwise stated in schedule of benefits.

### Life Insurance

Term Life Insurance – Madison National Life Insurance Company

Eligible after 30 days of employment. Coverage options: Annual salary coverage, rounded up to the nearest \$1,000.00. 25% of monthly premium is paid by the employee.

Maximum Coverage: \$50,000 Employee Monthly Premium Rate: \$0.035 per thousand

#### **Supplemental Life**

Term Life Insurance – Madison National Life Insurance Company

Eligible after 30 days of employment. Coverage options: \$10,000 increments to a maximum of \$300,000 of coverage. Guaranteed issue amount of \$150,000 for new hires. 100% of monthly premium is paid by the employee. Monthly Premium: Cost is based on employee age and desired coverage amount. Ask Human Resources if interested in learning more.

#### **Dependent Life**

Term Life Insurance – Madison National Life Insurance Company

Eligible after 30 days of employment. 100% of monthly premium is paid by the employee.

#### **Coverage Options**

- Option 1) \$5,000 for your Spouse; \$2,000 for any Dependent Children and infants.
- Option 2) \$15,000 for your Spouse; \$10,000 for any Dependent Children (\$1,000 for infants).

<b>Employee Monthly Premiums</b>	
Employee Only	\$155.53
Employee with Minor Dependents	\$293.02
Employee with Spouse	\$332.24
Family	\$469.21
<b>Deductibles</b>	
Single	\$300
Family	\$600
<b>Out-of-Pocket Maximums</b>	
Single	\$1,800
Family	\$3,600
<b>Coinsurance</b>	
In Network Providers	70%
Out of Network Providers	60%
<b>Prescription Out-of-Pocket Maximum</b>	
Single	\$1,800
Family	\$3,600

## **Dental & Vision Insurance**

Delta Dental of South Dakota & Avesis, Inc.

Eligible after 30 days of employment. 100% of monthly premium is paid by the employee.

<b>Plan Type</b>	<b>Dental</b>	<b>Vision</b>	<b>Vision Option #2</b>
Employee Only	\$51.64	\$14.31	\$17.05
Employee & Dependents	\$102.64	\$33.32	\$32.55
Employee & Spouse	\$99.38	\$26.99	\$39.42
Family	\$145.80	\$40.28	\$48.26

## **Flexible Spending Account – Cafeteria Plan**

Wellmark WageWorks®. Eligible after 30 days of employment. Flexible spending plans allow you to pay certain expenses before Federal, Social Security, and State taxes.

**Medical Spending Account.** You may set aside up to \$2,750 on a pre-tax basis through payroll deductions to pay non-covered, qualifying health care expenses. Examples include your deductibles, coinsurance, and other out-of-pocket costs. IRS will allow up to \$500.00 to be carried over to the next plan year. This provision will be available to 2022 claims that can be carried into 2023. This provision does not apply to Dependent Care.

**Dependent Care Spending Account.** You may set aside up to \$5,000 on a pre-tax basis through payroll deductions for qualifying dependent care expenses. This includes care for your dependents under the age of 13 while you and your spouse are working and/or attending school full-time.

**Filing Your Claims.** All claims must be received by March 31<sup>st</sup> of the following year, or they will be denied.

## **Supplemental Coverage**

### **Aflac**

Optional participation. Aflac is a premier provider of insurance policies with premiums payroll deducted. Two coverage options are available: Hospitalization and Cancer. For more information, contact representative or visit website at [www.aflac.com](http://www.aflac.com). Employee may enroll at any time.

## **Retirement**

### **South Dakota Retirement System (SDRS)**

Participation required by the State of South Dakota. Employees are immediately eligible. Employee contribution rate is 6% with an equal employer match of 6%. Three-year vesting schedule.

### **457 Plan ~ Deferred Compensation**

First Bank & Trust of Brookings. Eligible after 6 months of employment. Employer will contribute \$0.50 for each \$1.00 of employee contribution, up to a maximum of 2.5% of monthly salary. 100% vested upon eligibility / contribution. Traditional and Roth options available.

## **Paid Leave**

### **Holidays**

Immediate eligibility. Ten paid holidays per year, plus one personal floating holiday:

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day
- Christmas EVE (Administrative Leave Day)
- Juneteenth

## **Vacation**

If employee's date of hire falls on or before the 15th day of the month, the employee will begin to accrue leave as of the first of that month. If that date falls after the 15th day of the month, leave will begin to accrue on the first of the following month.

<b>Years of Service</b>	<b>Hour Accrual</b>	
0-5 years of service	6.67 hrs/month	2 weeks per year
After 5 years of service	10.00 hrs/month	3 weeks per year
After 10 years of service	13.33 hrs/month	4 weeks per year
After 17 years of service	16.67hrs/month	5 weeks per year

## **Sick Leave**

If employee's date of hire falls on or before the 15th day of the month, the employee will begin to accrue leave as of the first of that month. If that date falls after the 15th day of the month, leave will begin to accrue on the first of the following month.

Hour accrual: 8 hrs/month

Employees may accrue up to a maximum of 1600 hours

## **Additional Benefits**

### **Credit Union**

Immediate eligibility. Dakotaland Federal Credit Union: A member owned, not-for-profit, financial cooperative. Members enjoy low interest loans and high dividends savings.

### **Employee Assistance Program (EAP)**

Immediate eligibility for full-time and part-time employees. Connections, Inc.

Benefit allows 3 free-of-charge visits. Employee must contact Connections before scheduling any appointments. EAP provides confidential consultation and solutions for employees on a variety of issues:

- Legal
- Marriage
- Parenting
- Financial
- Elder Care
- Addictions
- Stress
- Child Care
- Depression
- Relationship
- Adoption
- Anxiety

### **Wellness Benefit**

Immediate eligibility. Employees will be reimbursed 50% for a monthly membership fee (up to a maximum of \$20.00 per month), at a locally accredited wellness/fitness center. To be eligible for reimbursement, the employee must present proof of attendance for an average of two (2) times per week or eight (8) times per month which is to be reimbursed. The employee must also present proof of payment to the wellness/fitness center. Reimbursement form may be found on the company intranet site. Membership initiation fees and sales tax are not subject to reimbursement.