



2019 BENEFIT SUMMARY

RETIREMENT BENEFITS

401(k): Pre-tax and/or after-tax (ROTH) payroll deduction retirement plan. 30% company match on the first 5% of employee contributions. Eligibility begins on the first day of the month following 30 days of employment when the employee is at least 20 years of age. Participants are 100% vested at all times.

Pension: The Money Purchase Pension Plan provides a 3% annual contribution. Eligibility begins on the January 1 following three months of employment when the employee is at least 20 ½ years of age. In order to receive a contribution to the plan, the Participant must have worked 1,000 hours during the calendar year. Employees are 100% vested after 3 years, provided they worked 1,000 hours each year.

Profit Sharing: Contributions are approved by the Board of Directors based upon the company's annual profits. Eligibility begins on the January 1 following three months of employment when the employee is at least 20 ½ years of age. In order to receive a contribution to the plan, the Participant must have worked 1,000 hours during the calendar year. Employees are 100% vested after six years, provided they worked 1,000 hours each year.

MEDICAL

PPO Plan

In-network:

Deductible: \$500/individual, \$1500 maximum/family
Co-insurance: 85% after deductible
Out of pocket maximum: \$2000/individual, \$5000 maximum/family
100% first dollar coverage: Preventive care

Out-of-network:

Deductible: \$775/individual, \$2325 max/family
Co-insurance: 60% after deductible
Out of pocket maximum: \$3000/individual, \$7500 max/family

Prescription Coverage:

Rx deductible: \$50/individual, \$150 max/family
Rx co-insurance: 80%
Rx minimum copayment: Generic - \$5, Formulary Brand - \$25, Non-Form Brand - \$40

Biweekly Premiums: Single - \$67.73 Family - \$210.65

HDHP Plan

In-network:

Deductible: \$1500/individual, \$3000 maximum/family
Co-insurance: 80% after deductible
Out of pocket maximum: \$3000/individual, \$9000 maximum/family
100% first dollar coverage: Preventive care

Out-of-network:

Deductible: \$3000/individual, \$6000 max/family
Co-insurance: 60% after deductible
Out of pocket maximum: \$6000/individual, \$18000 max/family

Prescription Coverage:

Rx co-insurance: 80% after deductible

Biweekly Premiums: Single - \$43.45 Family - \$135.12

The Cottage Grove branch also offers HMO options. Contact Human Resources for more information.

PAID HOLIDAYS & PAID TIME OFF

9.5 Holidays - New Year's Day & extra day, Good Friday (½ day), Memorial Day, Independence Day, Labor Day, Thanksgiving Day & extra day, Christmas Day & extra day.

Paid Time Off (Vacation) - Based on years of service.

DENTAL

Coverage: 100% diagnostic twice per calendar year, 100% preventive, 100% restorative-basic, 100% endodontics, 50% restorative-major, 50% prosthodontics, 50% sealants and 50% orthodontics to age 19 (\$1500 lifetime maximum).

Deductible: None except in the case of oral surgery

Biweekly Premiums:

Single - \$3.82

Benefit maximum/year: \$1,500 annual benefit per person

Family - \$11.87

VISION

Coverage: \$130 allowance toward frames or contact lenses in any given calendar year, with co-pays for exam, lenses and lens-options.

Biweekly Premiums:

Single - \$3.24

Family - \$8.22

FLEXIBLE SPENDING ACCOUNTS

Dependent Care expense accounts and Health Care expense accounts are available.

HEALTH SAVINGS ACCOUNTS (HSA)

Health Savings Accounts are available for those who enroll in the HDHP plan. Employees cannot participate in a flexible spending health care account if participating in a Health Savings Account.

LIFE & DISABILITY BENEFITS

Group Term Life: The plan provides 100% of 1 X salary, up to \$200,000, in the event of death by natural causes.

Voluntary Life: The plan provides guaranteed coverage without a health statement up to \$150,000 for the employee, up to \$50,000 for the spouse, and \$10,000 for all dependent children. Additional coverage may be purchased upon approval of health statement.

Short-Term Disability: This is a 100% company paid benefit. The plan provides weekly income if you become disabled because of a non-work-related injury or illness. Benefits are based on length of service beginning with one week after 60 days, up to 13 weeks partial benefit after five years of service.

Long-Term Disability: This is a 100% company paid benefit. Participants become eligible for benefits on the 91st day of disability. The plan can provide up to 60% of monthly income for period of disability, not to exceed age 65.

Biweekly Premiums:

Contact HR

TUITION ASSISTANCE

Reimbursement to eligible employees for 100% of approved tuition, books and related fees to a maximum of \$5,250/calendar year for undergraduate and graduate programs. Courses must be completed with a minimum grade of "C", "Pass", or the equivalent.

WELLNESS

Free wellness coaching including nutritionist and fitness coach for employees and their families. Incentives for successful weight loss, cholesterol reduction, and tobacco cessation. Formal Wellness Program with multiple events/activities held throughout the year with incentives for those that complete a Health Risk Assessment.

OTHER BENEFITS AND PERKS:

- **\$3,000 Referral Bonus**
- **Financial Planning Assistance**
- **Special Events:** Annual Summer Picnic, Community Giving and Employee Recognition Events.
- **Child Adoption Assistance:** Provides eligible employees a monetary benefit upon adoption of a child.
- **R.C. Honkamp Scholarship Awards:** Three awards of \$2500 each to benefit children of eligible employees.
- **Early Retiree Health Insurance:** Insurance continuation from ages 62 to 65. Premiums based on length of service.
- **Prescription Safety Glasses/Safety Shoes:** Allowance provision.
- **Legal Services Insurance:** Insurance plan that provides legal assistance with an attorney for a monthly premium.
- **Leaves of Absence:** Military Reserve Duty, Bereavement Leave, and Jury Duty.
- **Employee Assistance Program (EAP):** Confidential toll-free counseling.