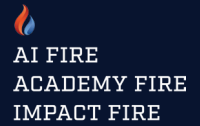


# 2022 BENEFITS AT A GLANCE



YOU HAVE 30 DAYS FROM YOUR DATE OF HIRE OR AFTER GAINING FULL-TIME STATUS TO SIGN UP FOR BENEFITS. ALL BENEFITS ARE EFFECTIVE THE FIRST OF THE MONTH FOLLOWING 30 DAYS FROM THE DATE OF HIRE OR GAINING FULL-TIME EMPLOYMENT.

**Medical** | Provider: UnitedHealthcare | Contributions shown monthly

Plan	PPO 1500 / 3000	PPO HSA 2000 / 4000*	EPO HSA 4000 / 8000
Employee only	\$295.00	\$109.00	\$55.00
Employee + Spouse/ Domestic Partner	\$587.00	\$349.00	\$204.00
Employee + Child(ren)	\$529.00	\$301.00	\$154.00
Family	\$882.00	\$486.00	\$310.00

\* AI Fire will contribute (\$500 for single coverage or \$1,000 for family coverage) to the Health Savings Account (HSA) if you enroll in PPO HSA Plan.

**Dental** | Provider: UnitedHealthcare | Contributions shown monthly

Plan	Buy-Up Plan	Base Plan
Employee only	\$23.94	\$5.62
Employee + Spouse	\$51.45	\$13.80
Employee + Child(ren)	\$58.92	\$18.12
Family	\$93.40	\$27.67

**Vision** | Provider: UnitedHealthcare | Contributions shown monthly

Plan	Vision
Employee only	\$6.07
Employee + Spouse	\$11.53
Employee + Child(ren)	\$13.52
Family	\$19.01

## Paid Time Off

Completed Years of Service	Annual Grant
Less than 5 years	80 hours (10 days)
5 years to less than 10 years	120 hours (15 days)
10 years +	160 hours (20 days)

- Eight paid holidays
- New hires will receive a prorated grant of PTO in their 1<sup>st</sup> year.
- Some states may require different PTO administration. Please see your specific state supplement.

**Flexible Spending and Commuter Accounts** | Provider: Optum

Health, Limited-Purpose and Dependent Day Care FSAs available for employee pre-tax deductions. A pre-tax commuter account supports your work travel needs.

Employees may contribute up to:

- \$2,850 for Health and Limited-Purpose
- \$5,000 for Dependent Care FSA
- \$3,360 (\$280/month) for parking and transportation expenses in a Commuter Expense Reimbursement Account (CERA)

## OTHER BENEFITS

### EmployeeConnect

Employee Assistance Program

### Care Management

- **DayTwo** offers Type II Diabetes/Prediabetes nutrition guidance
- **The PreTRM® Test** (Sera Prognostics) helps expectant mothers understand preterm delivery risks
- **Money Map** (Pratter) helps you save money on routine healthcare

### EPIC Hearing Service Plan

Negotiated fees for hearing tests/aids

### LifeKeys

Estate services, will preparation, online legal and ID theft support

### TravelConnect

Medical emergency support while traveling 100+ miles from home

### 401(k)

Provider: Principal

- Make contribution changes at any time
- 4% company match
- 100% immediate vesting

### Group Life Insurance

Provider: Lincoln Financial Group

### Basic Life / AD&D

- 1x annual salary up to \$175,000 of coverage
- 100% employer paid

### Additional Life / AD&D

- Purchase multiples of your annual salary
- Purchase 1-5x your basic annual earnings up to a max. of \$500,000

### Disability Insurance

Provider: Lincoln Financial Group

- 100% employer paid

### Short-Term Disability

- 60% of your weekly salary up to \$500/week, for 13 weeks; benefits begin the eighth day after an accident/sickness

### Long-Term Disability

- 60% of your monthly salary, up to \$5,000, up until retirement age; benefits begin 90 days after disability-related sickness/injury