



2022 EMPLOYEE BENEFITS SUMMARY

Full-time eligible team members start coverage after 30 days of employment. Some benefits are provided free of charge by the company, others are optional and must be elected by the employee and are paid through payroll deduction. Many benefit premiums are deducted on a pre-tax basis.

Medical

Four plans from which to choose
Administered by Wellmark Blue Cross Blue Shield Worldwide networks

Dental

Two plans from which to choose
Administered by Delta Dental of Iowa
Delta Premier or Delta PPO networks

Vision

Annual allowance for routine exam
Annual allowance toward purchase of glasses or contacts

Pre-tax Savings Plans

Health Savings Account (HSA)
Health Care Flexible Spending Account (FSA)
Dependent Care Flexible Spending Account (FSA)

Paid Time Off

Paid holidays
Vacation
Additional programs based on job category

Short-term Disability (STD)

Company paid core benefit
Optional supplemental buy-up coverage

Long-term Disability (LTD)

Company paid core benefit
Optional supplemental buy-up coverage

Life Insurance

Company paid benefit including AD&D
Optional supplemental buy-up coverage
Optional spouse and dependent coverage

Other Benefits

Wellness and tuition reimbursements
Employee assistance program
Will preparation service
Employee discounts
Referral bonus
Travel Assistance

401(k) Retirement Plan

Participation after 30 days of service
Automatic enrollment with annual step-up
Company matches 50 percent of your deferral (up to 6 percent) after one year of service
May change your deferral, investments or opt out any time

Medical Plan Options

All plans administered by Wellmark Blue Cross Blue Shield and utilize worldwide network.

Preventative Care	100% in-network		100% in-network		100% in-network		100% in-network	
Office Visit	\$20 co-pay		\$30 after deductible		\$0 after deductible		\$25 co-pay	
Doctor on Demand (virtual visit)	\$0 routine visit or mental health		\$0 routine visit or mental health		\$0 routine visit or mental health		\$0 routine visit or mental health	
Deductible	\$5,000 Single	\$10,000 Family	\$3,000 Single	\$6,000 Family	\$2,500 Single	\$5,000 Family	\$0 Single	\$0 Family
Co-Insurance	50% after deductible		20% after deductible		0% after deductible		10%	
Out-of-Pocket Maximum (OPM)	\$6,850 Single	\$13,700 Family	\$4,500 Single	\$9,000 Family	\$2,500 Single	\$5,000 Family	\$2,000 Single	\$4,000 Family

- 1) Use of non-network providers will reduce your benefit(s) and increase your deductible and/or out-of-pocket maximum.
- 2) Both the Basic and Choice Savings plans are high deductible plans; you pay 100% of claims, except preventive and well-baby care, until the deductible is met.
- 3) Preventive Care guidelines state a preventive exam/procedure that becomes diagnostic must apply to the deductible.
- 4) Non-tobacco discounts must be re-elected each year.
- 5) A working spouse who has other coverage available through their own employer will not be eligible to enroll in an Ruan medical plan. Refer to Working Spouse Exclusion in the Employee Benefits Guide.
- 6) Under Choice Savings, +Spouse, +Child(ren), or Family elections share the higher family deductible and out-of-pocket maximums.
- 7) Virtual visits outside the Doctor on Demand resource will apply to the plan's deductible or co-pay.

Prescription Drug

All medical plans include prescription drug coverage.

	Light	Basic-Preventive	Basic-All others	Choice Savings-Preventive	Choice Savings-All others	Premier
Tier 1- Generic	\$15	\$20 or 25% <i>(whichever is greater)</i>	\$20 or 25% <i>(whichever is greater after deductible)</i>	\$15 or 25% <i>(whichever is greater)</i>	\$0 <i>(after deductible)</i>	\$10 or 25% <i>(whichever is greater)</i>
Tier 2- Select Brands	50% <i>(after deductible)</i>	\$35 or 25% <i>(whichever is greater)</i>	\$35 or 25% <i>(whichever is greater after deductible)</i>	\$35 or 25% <i>(whichever is greater)</i>	\$0 <i>(after deductible)</i>	25%
Tier 3- All Other Brands	50% <i>(after deductible)</i>	\$50 or 25% <i>(whichever is greater)</i>	\$50 or 25% <i>(whichever is greater after deductible)</i>	\$45 or 25% <i>(whichever is greater)</i>	\$0 <i>(after deductible)</i>	25%
Specialty Drugs	50% <i>(after deductible)</i>	20% <i>(after deductible)</i>		\$0 co-pay <i>(after deductible)</i>		10% co-insurance

- 1) Out-of-Network benefits equal your co-pay or 50%, whichever is greater, and is subject to Usual Customary & Reasonable charges (UCR).
- 2) Under the Basic and Choice Savings plans, the deductible is waived for preventive medication. To see if a medication is labeled as preventive visit www.wellmark.com, click Wellmark Drug List, then select "Blue Rx Complete formulary" under Drug Lists.
- 3) Under the Premier plan your Rx cost share does **not** apply to the medical plan's out-of-pocket maximum (OPM). A **separate** Rx OPM of \$2,000 single/\$4,000 family applies.
- 4) There is a mail order program available for high cost maintenance drugs. For three co-pays you receive a 90 day supply without the "whichever is greater" clause, allowing additional savings.
- 5) All specialty drugs must be filled through the CVS Specialty Pharmacy Program to be covered by insurance.

Dental

Plans administered by Delta Dental of Iowa and offer Delta Premier or Delta PPO networks.

	Standard Dental		Premier Dental	
	Premier Network	PPO Network	Premier Network	PPO Network
Preventative Care	20% co-insurance		0% co-insurance	
Annual Deductible	\$50	\$25	\$25	\$15
Basic Care	20% <i>(after deductible)</i>	10% <i>(after deductible)</i>	20% <i>(after deductible)</i>	10% <i>(after deductible)</i>
Major Care	50% <i>(after deductible)</i>		50% <i>(after deductible)</i>	
Dental Maximum	\$1,000/year/person		\$2,000/year/person	
Orthodontia <i>(children age 19 and younger only)</i>	\$50 ortho. deductible 50% Lifetime max: \$1,000		\$50 ortho. deductible 50% Lifetime max: \$1,500	

*Out-of-Network rates are subject to Usual Customary & Reasonable charges (UCR).

Vision

Plans administered by VSP and utilize the VSP Signature network.

	Plan Allowance
Annual Exam	\$40
Glasses or Contacts <i>(one or the other, once per year)</i>	\$125

- 1) Network providers offer discounts up to a 20% on goods and services.
- 2) Members are responsible for charges over the annual plan allowances.

Note: This handout is for informational purposes only. If there are any discrepancies between this brochure and the plan document, the plan document will govern. For more information, please consult the Employee Benefits Guide, Summary Plan Description, or Employee Policy Manual.