




	BENEFIT	WHO PAYS	WHAT YOU RECEIVE	WHEN YOU ARE ELIGIBLE																				
HEALTH PLANS	 Medical	MH & Caregiver	<div>Blue Cross Blue Shield HSA Medical Plan \$3,200 Deductible Single/\$6,400 Deductible Family Coverage (Premiums Per Pay Period)</div> <table><tr><th>Full Time Employees</th><th>Part Time Employees</th></tr><tr><td>Caregiver Only: \$41.74</td><td>Caregiver Only: \$54.26</td></tr><tr><td>Caregiver + Spouse: \$236.49</td><td>Caregiver + Spouse: \$307.44</td></tr><tr><td>Caregiver + Child(ren): \$178.53</td><td>Caregiver + Child(ren): \$232.08</td></tr><tr><td>Family Coverage: \$341.76</td><td>Family Coverage: \$444.29</td></tr></table> <div>Blue Cross Blue Shield \$500 Co-Pay Plan \$500 Deductible Single/\$1,500 Deductible Family Coverage (Premiums Per Pay Period)</div> <table><tr><th>Full Time Employees</th><th>Part Time Employees</th></tr><tr><td>Caregiver Only: \$56.82</td><td>Caregiver Only: \$73.86</td></tr><tr><td>Caregiver + Spouse: \$318.74</td><td>Caregiver + Spouse: \$414.36</td></tr><tr><td>Caregiver + Child(ren): \$240.51</td><td>Caregiver + Child(ren): \$312.66</td></tr><tr><td>Family Coverage: \$424.02</td><td>Family Coverage: \$551.22</td></tr></table>	Full Time Employees	Part Time Employees	Caregiver Only: \$41.74	Caregiver Only: \$54.26	Caregiver + Spouse: \$236.49	Caregiver + Spouse: \$307.44	Caregiver + Child(ren): \$178.53	Caregiver + Child(ren): \$232.08	Family Coverage: \$341.76	Family Coverage: \$444.29	Full Time Employees	Part Time Employees	Caregiver Only: \$56.82	Caregiver Only: \$73.86	Caregiver + Spouse: \$318.74	Caregiver + Spouse: \$414.36	Caregiver + Child(ren): \$240.51	Caregiver + Child(ren): \$312.66	Family Coverage: \$424.02	Family Coverage: \$551.22	Effective 1st day of month following 30 days of employment.
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 Dental	MH & Caregiver	<div>Health Partners Dental Plan Open Access \$1,500 (Premium Per Pay Period)</div> <table><tr><th>Full Time Employees:</th><th>Part Time Employees:</th></tr><tr><td>Caregiver Only: \$0.00</td><td>Caregiver Only: \$9.60</td></tr><tr><td>Caregiver + Spouse: \$19.02</td><td>Caregiver + Spouse: \$28.62</td></tr><tr><td>Family Coverage: \$38.42</td><td>Family Coverage: \$48.02</td></tr></table>	Full Time Employees:	Part Time Employees:	Caregiver Only: \$0.00	Caregiver Only: \$9.60	Caregiver + Spouse: \$19.02	Caregiver + Spouse: \$28.62	Family Coverage: \$38.42	Family Coverage: \$48.02														
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 Vision	Caregiver	<div>VSP Vision Care Plan (Premium Per Pay Period)</div> <table><tr><td>Caregiver Only: \$4.17</td><td>Caregiver + Children: \$6.81</td></tr><tr><td>Caregiver + 1: \$6.67</td><td>Family Coverage: \$10.98</td></tr></table>	Caregiver Only: \$4.17	Caregiver + Children: \$6.81	Caregiver + 1: \$6.67	Family Coverage: \$10.98																		
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PROTECTION	Basic Life Insurance/AD&D	Madelia Health	Caregivers working 30-40 hours per week will have a term life policy in the amount of \$50,000 and caregivers working 16-29 hours per week will have \$25,000.	Effective 1st day of month following 30 days of employment.																				
	Short Term Disability		Caregivers working at least 30 hours per week. 60% of your earnings (up to a maximum weekly benefit of \$1000) in the event of a qualifying disability claim.	Effective 1st day of month following 60 days of employment.																				
	Long Term Disability	Madelia Health	Caregivers working at least 30 hours per week. Monthly benefit is 60% of monthly earnings to a maximum benefit of \$3,500 per month.																					
RETIREMENT	403(b) Tax Sheltered Annuity	MH & Caregiver	<p>Allows you the ability to direct pre-tax salary deferrals to investment options of your choice offered through the MH 403b Plan. Subject to IRS limits.</p> <p>MH contributes 4% of your qualified earnings for years 1-7 of qualified services and 5% contribution after 7 years.</p>	100% vested after 3 years of qualified service.																				
ADDITIONAL BENEFITS	Flexible Spending Accounts	Caregiver	Allows payroll deduction from pre-tax dollars to reimburse for dependent care expenses (Dependent Care FSA) or qualified medical, dental & vision expenses (Medical FSA).	Effective 1st day of month following 30 days of employment.																				
	Health Savings Accounts	Caregiver & MH (if meeting eligibility)	Allows payroll deduction from pre-tax dollars to reimburse for qualified medical, dental and vision expenses or invest for future use. MH matches funds up to \$910.00 annually.																					
	Member Deals	Madelia Health	Allows MH employees access to exclusive savings on theme parks, hotels, concerts, movie tickets, & more.	Immediately																				
	Paid Time Off (PTO) Accrual Bank	Madelia Health	<p>Based on 80 hours per pay period. Annual PTO rates:</p> <table><tr><td>0 - 4 Years: 176 Hours</td><td>10 - 14 Years: 240 Hours</td></tr><tr><td>5 - 9 Years: 216 Hours</td><td>15+ Years: 256 Hours</td></tr></table>		0 - 4 Years: 176 Hours	10 - 14 Years: 240 Hours	5 - 9 Years: 216 Hours	15+ Years: 256 Hours																
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Earned Sick and Safe Time (ESST)	Madelia Health	Employees will earn 1 hour of ESST for every 30 hours worked. Maximum accrual rate of up to 48 hours per year. Balance may carryover from year to year but cannot exceed 80 hours.																						

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