

# Employee Benefit



- Work 38+ hours per week for all core benefits Medical, Dental, Vision, Life, Disability & Voluntary Benefits
- Work 30-37 hours for Medical & Voluntary Benefits



- 3 plans to choose from
- Buy-up, Base & Value PPO Plans
- Preventative Care is covered at 100%

*If you reside outside of Michigan, Priority Health partners with the CIGNA network of providers.*



- Preventative Care is covered at 100%
- Basic Dental care is covered at 80%
- Major Dental Care is covered at 50%
- Occlusal guards are payable once every two years



- Exam every 12 months
- Frames every 12 months
- Lenses every 12 months
- Contact fitting every 12 months



- 100% Employer paid life & disability insurance
- Life & Accidental Death equal to 2x your annual basic earnings up to \$350,000
- Short-Term Disability - 60% of base earnings
- Long-Term Disability - 60% of monthly earnings
- Voluntary Life & A&D for yourself and your family

*New for 2025 - No EOI required with guaranteed issue for up to \$200,000*



- 401k Plan with a 6% employer contribution
- Traditional and ROTH contribution options
- 30 day waiting period

*Employees who work in Ohio and employees who work at East Chicago Urban Enterprise Academy are mandated by law to participate in the state retirement system and are ineligible for Leona's 401(k) plan.*



- Optional Voluntary Benefits
  - Accident
  - Critical Illness
  - Hospital Indemnity



- Medical Spending FSA - Set aside pre-tax money for out-of-pocket medical expenses
- Dependent Care FSA - Save pre-tax money for dependent or elder care expenses

*The intent of this document is to provide you with general information about the employee benefit plans. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language.*