

This is a summary only, intended for information and quick reference. For detailed information refer to each plan's Summary Plan Description and plan documents.

Benefit	Start Date	Employee Cost	Brief Description
Major Medical & Rx <b>Priority Health</b>	1 <sup>st</sup> of month following 30 days of employment	Three plans – Base; Buy-up and Value Plan <i>See Leona Benefit Plan Premiums 2023-2024 for premium rates</i>	Higher benefits for network providers. Higher benefits on buy-up plan. Base and Buy-up and Value plans have co-pays and deductibles.
Dental <b>Delta Dental of Michigan</b>	1 <sup>st</sup> of month following 30 days of employment	<i>See Leona Benefit Plan Premiums 2023-2024 for premium rates</i>	Higher benefits for network providers. 100% coverage for routine, 80% coverage for basic and 50% coverage for major and orthodontia.
Vision <b>Superior Vision</b> National Network	1 <sup>st</sup> of month following 30 days of employment	<i>See Leona Benefit Plan Premiums 2023-2024 for premium rates</i>	Higher benefits for network providers.
Life Insurance <b>The Hartford</b>	1 <sup>st</sup> date of employment	None	Benefit equals two times employee base pay rounded up to nearest \$1,000.
Accidental Death & Dismemberment <b>The Hartford</b>	1 <sup>st</sup> date of employment	None	Benefit equals up to two times employee base pay rounded up to nearest \$1,000.
Short Term Disability <b>The Hartford</b>	Eligible for benefits following 1 year of full-time employment	None	Partial income replacement at 60% for up to 90 days based on length of employment.
Long Term Disability <b>The Hartford</b>	Eligible for benefits following 1 year of full-time employment	None	Partial income replacement if disabled continuously for more than 90 days.
Flexible Spending Accounts Medical/ Dependent Care <b>Payflex</b>	1 <sup>st</sup> of month following 30 days of employment	Employee selects amount of deferral	Employee defers pre-tax \$\$ through payroll deduction. Up to \$2,850 for medical and up to \$5,000 for dependent care.
401(k) Retirement Savings Plan <b>TransAmerica</b> (MI and SAFE Academy in Indiana)	1 <sup>st</sup> of month following 30 days of employment for employee deferrals. <i>Employer match after 1 year of service</i>	Employee selects amount of deferral	Employee defers pre-tax \$\$ through payroll deduction. Can contribute up to IRS limits. Employer dollar-for dollar match of employee deferral up to 6%.
East Chicago Urban Enterprise Academy IN State Retirement System <b>TRF/PERF</b>	Upon hire	Employee and Employer make contributions to the State Retirement System	Employee's work work at ECUEA participate in the IN State Retirement System and therefore they are not eligible to participate in the 401(k) plan

Ohio State Retirement Plan <b>SERS/STRS</b>	Upon hire	Employee and Employer make contributions to the State Retirement System	Employees in the State of Ohio are mandated by law to participate in the State Retirement system. For that reason, Ohio employees are excluded from also participating in Leona’s 401(k) plan
Voluntary Benefits: <b>Voya</b>	1st of the month following 30 days of employment	Varies based on plans and level of coverage elected	Accident, Critical Illness & Hospital Indemity offered through Voya, these plans are optional, and are portable.
Personal Time [FT YR/SY]	Upon hire	None	FT YR earn PTO hrs per pay period up to a maximum of 8 days per year, 7 days per year for FT SY.
Vacation [FT YR only]	Upon hire	None	4 weeks of paid vacation
Employee Assistance Plan (EAP) <b>The Hartford</b>	Upon Hire	None	Provides counseling for employee and family (up to 3 visits a year for you and your family)
<b>Legal Shield</b> Midwest Contact: Jim Harkema 734.417.6157 jimharkema25@gmail.com	1 <sup>st</sup> of month following 30 days of employment	Varies depending on plan selected	Provides legal assistance