

# BENEFITS FLYER

## BENEFITS

Continental Mills (CM) is pleased to offer a comprehensive and affordable benefits program as part of our Total Rewards.

### INSURANCE

**Eligibility:** All regular, full-time employees working at least 30 hours per week are eligible for benefits. Medical, dental and flexible spending benefits begin the first day of the month following 30 days of employment. Life and disability benefits begin the first day of the month following 90 days of employment.

**Cost:** Medical and dental insurance premiums range from \$35 per month for employee only coverage to \$220 per month for family coverage. Life and disability benefits are paid for by CM.

**Medical, Prescription Drug & Vision Insurance:** Coverage is through Premera Blue Cross PPO. Preventative care is covered at 100% with no deductible. Office visits have a \$25 copay (\$40 for specialist), after an annual deductible of \$600 for individuals (\$1,200 for families). The out of pocket maximum is \$2,500 for individuals (\$5,000 for families) per plan year.

**Dental Insurance:** Coverage is through Delta Dental. Preventative and diagnostic care is covered at 100% with no deductible. Other services are covered at 80% or 50%, after \$25 individual deductible (\$75 for family). Annual maximum benefit is \$2,000 per person per plan year.

**Life Insurance:** CM provides both a Basic Life insurance policy and an Accidental Death and Dismemberment (AD&D) policy. Each policy is equal to \$50,000 per plan for regular employees. Employees may purchase additional Supplemental Life insurance.

**Disability Insurance:** CM provides short-term and long-term disability insurance to replace 2/3 (66.67%) of base salary, up to plan maximums.

**PAID PARENTAL LEAVE:** CM provides 10 weeks of 100% paid leave for birth mothers, and 2 weeks of 100% paid leave for non-birth parents, including for adoption and foster care.

### RETIREMENT PLAN

**401k Eligibility & Contributions:** All employees are immediately eligible for the 401(k) Plan. After their first paycheck, employees may begin contributing to the plan. New employees are automatically enrolled at 6% beginning with their first paycheck, or as soon as administratively feasible, following 30 days of employment with annual 1% increases until they reach 8%.

**Employer Matching:** CM matches 50% of the first 6%, and 100% of the next 2% of employee contributions annually. To be eligible for the match, employees must be employed on the last day of the year.

**Investment Options:** CM offers a broad choice of diversified investment options, including Target Date Funds and core funds covering each of the basic asset classes. You may also choose to set-up a brokerage account.

**FLEXIBLE SPENDING ACCOUNTS (FSA):** You can enroll in Health and/or Dependent Day Care FSA to set aside money on a pre-tax basis to pay for qualified expenses.

**HOLIDAYS & PAID TIME OFF (PTO):** CM observes nine paid holidays. PTO is granted based on length of employment and may be used for vacation time, illness, personal emergency, or to care for your child. Entry level employees receive three weeks of PTO per year, which is prorated for new hires. You may begin using PTO immediately upon hire, with manager approval. New annual PTO banks are credited the first pay period after April 1<sup>st</sup>.

*This flyer contains a brief overview of CM insurance coverage and other benefits. In case of conflict between this flyer and official plan documents or contracts, provisions of the plan documents and/or contracts will govern. Nothing contained herein constitutes an employment agreement.*