

# MAIN STREET

## 2022 BENEFITS SUMMARY

Full-time Main Street employees may choose to enroll in a number of benefit plans and programs at the time of hire. If elected, coverage for medical insurance, dental insurance, vision insurance, short term disability, long term disability and life insurance coverage begins the first day of the month, following the date of hire.

\*Part-time employees are eligible to participate in medical, dental and vision plan only\*

### ► MEDICAL

- Provider: BlueCross BlueShield of Alabama
- Effective: First day of month after date of hire
- Benefits include outpatient, inpatient, major medical, psychiatric, air ambulance and behavioral health



#### LOW DEDUCTIBLE PLAN

	Employee cost per pay period	Annual deductible	Annual out of pocket
Single	\$87	\$500	\$3,000
Employee +1	\$263	\$1,500	\$6,000
Family	\$396	\$1,500	\$6,000

OR

#### HIGH DEDUCTIBLE PLAN

	Employee cost per pay period	Annual deductible	Annual out of pocket
Single	\$59	\$2,500	\$5,000
Employee +1	\$221	\$5,000	\$10,000
Family	\$265	\$5,000	\$10,000

### ► DENTAL

- Provider: Guardian
- Effective: First day of month, following the date of hire
- \$50 deductible; waived for routine cleaning
- Benefit covers in-network and out-of-network diagnostic and preventive services, including routine cleanings



#### STANDARD PLAN

- Single: \$13.36 per pay period
- Family: \$56.78 per pay period

### ► VISION

- Provider: VSP
- Effective: First day of month, following the date of hire
- Benefits include eye exams, refractions, frames, both standard lenses and contacts lenses



#### STANDARD PLAN

- Single: \$3.80 per pay period
- Family: \$8.16 per pay period

2022 BENEFITS SUMMARY

▶ **SHORT TERM DISABILITY**

- Provider: Cigna
- Effective: First day of month, following date of hire
- 14 day waiting period; 60% of weekly earnings up to maximum of \$1,000 per week



**STANDARD SHORT TERM DISABILITY (STD) PLAN**

- 100% company paid for all full time employees

▶ **LONG TERM DISABILITY**

- Provider: Cigna
- Effective: First day of month, following the date of hire
- 90 day waiting period; 60% of monthly earnings up to a maximum of \$10,000



**STANDARD LONG TERM DISABILITY (LTD) PLAN**

- 100% company paid for all full time employees

▶ **BASIC LIFE PLAN**

- Provider: Cigna
- Effective: First day of month, following the date of hire
- \$25,000 company paid for all employees



▶ **VOLUNTARY LIFE + AD&D**

(Accidental Death & Dismemberment/Life Insurance)

- Provider: Cigna
- Effective: First day of month, following the date of hire
- 100% employee paid



**EMPLOYEE:** May elect in increments of \$10,000 to a maximum of \$300,000, not to exceed 5x Basic Annual Earnings

**SPOUSE:** May elect 50% of employee amount not to exceed \$150,000

**CHILD:** May elect 10% of employee amount not to exceed \$10,000

\* Guaranteed issue \$100,000 for Employee Coverage and \$25,000 for spouse. An EOI must be completed for any amount over the guaranteed issue amounts.

## 2022 BENEFITS SUMMARY

### ▶ FLEXIBLE SPENDING ACCOUNTS

- Provider: Discovery Benefits
- Effective: First day of month, following the date of hire



**MEDICAL FSA:** May elect up to \$2,850 annually pre-tax to use for medical, dental or vision expenses

**DEPENDENT CARE FSA:** May elect up to \$5,000 annually pre-tax to use for childcare expenses

### ▶ 401(K)

- Provider: Voya
- Eligible to participate on the quarterly entry date, 6 months after hire date



### PRE-TAX PAYROLL DEDUCTION WITH STANDARD 401(K) RULES AND LIMITATIONS

- 100% employee contribution
- 25% company match up to 6% of employee contribution

\* Contribution Limit: \$20,500 per year. Catch-up limit for 50+ is \$6,500

### ▶ OTHER BENEFITS:

#### EMPLOYEE ASSISTANCE PROGRAM

Cigna provides up to three confidential sessions with a counselor, financial planner or attorney for you and your eligible family members each calendar year. ***There is NO COST to the employee for this service.***

#### MDLIVE

**MEDICAL** Main Street provides 24/7/365 phone access to licensed physicians via MDLive. This service, in which physicians can diagnose and prescribe medication for common illnesses over the phone, is provided to all employees and their dependents.

**BEHAVIORAL HEALTH** MDLive also includes access to behavioral health treatment with issues such as stress, addictions, trauma, depression, marriage and relationship issues, and much more!

***There is NO COST to the employee for this service.***

#### PAID TIME OFF (PTO) \* Full-Time Employees

An employee will receive 15 accrued days of PTO their first year. An employee will receive an additional accrued PTO day each year on their anniversary up to a maximum of 30 PTO days.

Plus:

- 1 Floating Holiday per year (Employee's day of choice)
- 1 Volunteer Day (To volunteer at an organization of your choice)

#### PAYROLL

Employees are paid bi-weekly; every other Friday.