

Benefit	Provider	Brief Description	Effective	Cost
Health Insurance*	Imagine 360	<ul style="list-style-type: none"> ▪ PPO Zero Deductible Plan ▪ Office copay \$10 ▪ Specialist \$25 ▪ ER \$75 waived if admitted to hospital ▪ Prescriptions \$5/\$15/\$30 ▪ In & Out of Network Benefits 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Single ▪ Plus One ▪ Family ▪ Affordable Price
Dental Insurance*	Imagine 360	<ul style="list-style-type: none"> ▪ Calendar Year Benefit Max \$2000 ▪ No Deductible ▪ Preventive Care Paid at 100% ▪ Basic/Major care paid at 80% ▪ Orthodontia \$1000 lifetime max ▪ Limitations may apply 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Single ▪ Plus One ▪ Family ▪ Affordable Price
Vision Insurance*	Lincoln Financial	<ul style="list-style-type: none"> ▪ Spectera Vision Network Providers 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Single ▪ Plus Spouse ▪ Plus Children ▪ Family ▪ Affordable Plans
Short Term Disability	Lincoln Financial	<ul style="list-style-type: none"> ▪ Pays 66.67% ▪ Limited to \$1500 per week ▪ No open enrollment 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Paid by Springfield Inc.

Long Term Disability	Lincoln Financial	<ul style="list-style-type: none"> ▪ Pays 60% after six months ▪ Limited to \$6000 per month ▪ No open enrollment 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Based on Wage ▪ Group Rate. ▪ Paid by Employee
Life	Lincoln Financial	<ul style="list-style-type: none"> ▪ \$30,000 ▪ Term Life Policy ▪ Includes EAP, Key Life, & Travel benefits 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Paid by Springfield Inc.
Voluntary Life	Lincoln Financial	<ul style="list-style-type: none"> ▪ Additional Term Available for Purchase 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Based on Age. ▪ Group Rate ▪ Paid by Employee
Flexible Spending: Medical*	Optum	<ul style="list-style-type: none"> ▪ \$2,500. Limit ▪ \$660 Carry Forward 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Employee's Choice ▪ Elect Salary Deferral
Flexible Spending: Childcare	Optum	<ul style="list-style-type: none"> ▪ \$5,000 limit 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Employee's Choice ▪ Elect Salary Deferral
Supplementary	AFLAC	<ul style="list-style-type: none"> ▪ Accident, Critical Illness, Hospital, Personal Cancer Select, Life Protector Solutions, Whole Life 	First of Month after 60 Days of Employment	<ul style="list-style-type: none"> ▪ Group rates may apply ▪ Paid by Employee
401(k)	Administered by Empower	<ul style="list-style-type: none"> ▪ Requires six months of service before entry dates ▪ Hours worked & age requirements apply ▪ No match required -3% Benefit 	Enrollment must be established before April 1 and October 1	<ul style="list-style-type: none"> ▪ IRS limits apply ▪ Deferral ▪ Safe Harbor Plan
Vacation	Springfield	<ul style="list-style-type: none"> ▪ 1 week (0-2 years) ▪ 2 weeks (2-9 years) ▪ 3 weeks (9-19 years) ▪ 4 weeks (19 years +) 	90 Days of Employment	<ul style="list-style-type: none"> ▪ Paid by Springfield ▪ Accrues Biweekly

Sick	Springfield	<ul style="list-style-type: none"> ▪ 5 days (0-9 years) ▪ 6 days (9-19 years) ▪ 7 days (19 years +) 	90 Days of Employment	<ul style="list-style-type: none"> ▪ Paid by Springfield ▪ Accrues Biweekly
Holidays	Springfield	<ul style="list-style-type: none"> ▪ New Year's ▪ Memorial ▪ July 4th ▪ Labor ▪ Thanksgiving ▪ Day after Thanksgiving ▪ Christmas Eve ▪ Christmas 	No wait	<ul style="list-style-type: none"> ▪ Paid by Springfield
Celebration Time	Springfield	<ul style="list-style-type: none"> ▪ Unknown – random time awarded as time worked to celebrate! 	No wait	<ul style="list-style-type: none"> ▪ Paid by Springfield
PTO for PT Workers	Springfield	<ul style="list-style-type: none"> ▪ 1 hour of time off for every 40 hours worked for Part-Time Workers 	90 Days of Employment	<ul style="list-style-type: none"> ▪ Paid by Springfield
Education Reimbursement	Springfield	<ul style="list-style-type: none"> ▪ Tuition Only ▪ Service Requirements ▪ Annual Limits 	1 year	<ul style="list-style-type: none"> ▪ Paid by Springfield
Employee Discounts	Springfield	<ul style="list-style-type: none"> ▪ Steep discounts off merchandise ▪ Steep discounts off firearms 	<ul style="list-style-type: none"> ▪ At Start of Work. ▪ After 90 days 	<ul style="list-style-type: none"> ▪ Provided by Springfield
Employee Phone Reimbursement	Springfield	<ul style="list-style-type: none"> ▪ Provides \$.10 for every hour worked to help pay for personal mobile devices used for business purposes: requesting time off, clocking out. 	Start of Work	<ul style="list-style-type: none"> ▪ Paid by Springfield
*cobra applies				

