

Benefits

- Health Insurance
- Gap Coverage
- Life Insurance
- Dental Insurance
- Vision Insurance
- MetLife
- ESOP/401K
- Driver's Legal

HEALTH INSURANCE

Insurance benefits are effective on the 90th day of employment
Spousal coverage is restricted to spouses that DO NOT have access to their own employer sponsored plan

Health Plan Traditional PPO – Deductible \$3500/\$7000

70/30 plan - \$3,500 deductible / \$7,000 family deductible - \$40 office co-pay – OOP Max \$7,650 / \$15,300 family

<u>Weekly Premiums Effective 01/01/24</u>	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>	<u>Total (if all elected)</u>
Employee only coverage premium	\$60.00	\$4.05	\$1.51	\$65.56
Employee plus Child(ren) premium	\$105.00	\$9.63	\$4.07	\$118.70
Employee plus Spouse premium	\$145.00	\$9.63	\$4.07	\$158.70
Family (EE + Spouse & Child(ren))	\$173.00	\$9.63	\$4.07	\$186.70

H.S.A. Health Plan – Deductible \$5000/\$10000

70/30 plan - \$5,000 deductible / \$10,000 family deductible – No office co-pay – OOP Max \$7,900 / \$15,800 family

<u>Weekly Premiums Effective 01/01/23</u>	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>	<u>Total (if all elected)</u>
Employee only coverage premium	\$40.00	\$4.05	\$1.51	\$45.56
Employee plus Child(ren) premium	\$78.00	\$9.63	\$4.07	\$91.70
Employee plus Spouse premium	\$106.00	\$9.63	\$4.07	\$119.70
Family (EE + Spouse & Child(ren))	\$115.00	\$9.63	\$4.07	\$128.70

The prescription program provides a \$10 Generic, \$40 Preferred Brand, or \$60 Non-preferred Brand pharmacy copay, or, a \$0 copay three-month supply through CanRx. Rx copays are applied to your overall out of pocket limit.

Remember that most charges incurred within a PHCS Doctor's office are covered by the \$40 copay. **Try to stay within the PHCS network!** There is no network for Hospital care.

GAP COVERAGE

Benefits are effective on the 90th day of employment

Coverage & Costs

- In hospital benefit - \$4,000 max per person, per year / Family max \$12,000 per year
- Outpatient benefit - \$2,400 per person, per year / Family max \$7,200 per year
- Outpatient deductible - \$100 per person per year
- Costs are personalized

LIFE INSURANCE

Benefits are effective on the 90th day of employment

Coverage & Costs

- Company paid life coverage of \$25,000
- AD&D paid by PTL \$25,000 (includes additional benefits for airbag and seatbelt use)
- Voluntary Supplemental Life (Buy-Up) purchase up to \$500,000
- Spouse and Dependent Voluntary Life available



DENTAL INSURANCE

Benefits are effective on the 90th day of employment

Coverage & Costs

- 80 / 20 plan basic restorative & 50 / 50 plan major restorative
- \$25.00 Individual/ \$50.00 Family per year deductible
- \$1,250 per year, per person, maximum dental benefit
- 100% coverage of twice per year check-ups
- EE: \$4.05 ES: \$9.63 EC: \$9.63 FAM: \$9.63

VISION INSURANCE

Benefits are effective on the 90th day of employment

Coverage & Costs

- Exams - \$10.00 co-pay
- Frames - \$130.00 allowance
- Lens - \$25.00 co-pay Standard, single vision, bifocal, trifocal, lenticular
- Contacts - \$130.00 allowance for elective, 100% covered if medically necessary
- EE: \$1.51 EE+1 or more individuals: \$4.07

MetLife

Benefits are effective on the 90th day of employment

Coverage & Costs

- Supplemental Insurance
- Critical Illness (cancer, heart attack, stroke)
- Short Term Disability
- Accident
- Personal Illness
- Coverage is portable
- Costs vary on type of coverage selected

ESOP

Benefit Description

- Employee stock ownership plan
- Begin earning shares the year following 1 year of employment.
- There is a 5 year vesting period
- Employees who have worked for 1,000 hours will be issued shares annually based on the ratio of their compensation to the compensation of all participants
- For example: If you earn \$60,000 and the total wages of eligible ESOP employees is \$35,000,000 then your share allocation ratio is .17143% earning you 68.57 shares.
- Share value is determined by PTL's financial success
- The 2013 initial share price was \$10.40. Today the share value is \$108.90
- Shares can be distributed upon retirement at age 65



401K

Enrollment eligibility on 1st of the month following 6 mo. anniversary

Benefit Description

- PTL matches 25% of the first 3% contributed by employee
- Enrollment packet mailed 30 – 45 days prior to eligibility date
- Auto enrollment with 3% contribution rate
- Roth options are available

DRIVER'S LEGAL PLAN

Benefits are effective IMMEDIATELY after applying

Benefit Description

- Coverage for any legal issue, not just moving violations
- Attorney's will go to court for you to either drop or reduce charges – eliminating or reducing chargeable points to your driving record
- EE: \$2.98 ES: \$4.48