

**2012 NorthernBridges
Employee Benefit Plan Summary**

Benefit Recommendation	Employee/Employer Share of Cost Recommendation	Provider
Deferred Compensation Plan	100% Employee Paid	Wisconsin Deferred Compensation Plan
Employee Assistance Program	100% Employer Paid	Associated Employee Assistance Services
Flexible Spending Account	100% Employee Paid	Diversified Benefit Services
Health Insurance	80% Employer Paid 20% Employee Paid Note: Individuals who do not utilize the health insurance benefit are eligible for a bi-weekly payment of \$127.20.	<u>WCA Group Health Trust Plan I</u> \$2,060.58/month Family \$1,892.13/month Emp+1 \$767.87/month Single <u>Plan II (with HRA)</u> \$1,849.00/month Family \$1,697.86/month Emp+1 \$689.02/month Single
Dental Insurance	80% Employer Paid 20% Employee Paid	<u>WCA Group Health Trust</u> \$79.70/month Family \$31.68/month Single
Vision Insurance	100% Employee Paid	<u>NVA</u> \$5.80/month Employee \$10.43/month Emp+ 1 \$17.41/month Family
Holiday: 7 Paid Holidays	100% Employer Paid	New Year's Day, Memorial Day, July 4 th , Labor Day, Thanksgiving Day, Christmas Eve Day, Christmas Day
Licensing/Certification Fees	100% Employer Paid If required by employer	N.A.
Life Insurance	100% Employer Paid	The Epic Life Insurance Co
Supplemental Life Insurance	100% Employee Paid	The Epic Life Insurance Co
Long Term Disability	100% Employer Paid	The Epic Life Insurance Co

Short Term Disability	100% Employer Paid	The Epic Life Insurance Co
Mileage Reimbursement: IRS Allowable Rate – \$.555 per mile	100% Employer Paid	N.A.
Paid Time Off (PTO)	<p>100% Employer Paid</p> <ul style="list-style-type: none"> • For time off as determined by the employee. (medical, family, vacation, funeral etc) • Hours earned each month • New Staff beginning eligibility is 15 days • Max accumulation is 34 days • Experienced staff eligibility based on years of professional experience: <ol style="list-style-type: none"> 1. 1 Year – 15 days 2. 2/5 Years – 25 days 3. 6/10 Years – 31days 4. 11+ Years – 34 days 	N.A.
Retirement	50% Employer Paid 50% Employee Paid	<p>Wisconsin Retirement System</p> <p>11.6% of gross wage</p> <p>(employee portion is pre-tax contribution)</p>