

**2009 NorthernBridges
Employee Benefit Plan Summary**

Benefit Recommendation	Employee/Employer Share of Cost Recommendation	Provider
Deferred Compensation Plan	100% Employee Paid	Wisconsin Deferred Compensation Plan
Educational Leave: Available w/approval to be determined on a case-case-basis	To Be Determined	
Educational Reimbursement	To Be Determined	
Flexible Spending Account	100% Employee Paid	Diversified
Health Insurance	80% Employer Paid 20% Employee Paid	<u>WCA Group Health Trust</u> \$1,666.50/month Family \$1,530.25/month Emp+1 \$621.00/month Single
Dental Insurance	80% Employer Paid 20% Employee Paid	<u>WCA Group Health Trust</u> \$69.00/month Family \$27.50/month Single
Vision Insurance	100% Employee Paid	<u>NVA</u> \$3.90/month Employee \$7.49/month Emp+ 1 \$10.13/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
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	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 13 days • Max accumulation is 33 days • Experienced staff eligibility based on years of professional experience: <ol style="list-style-type: none"> 1. 1 Year – 13 days 2. 2/5 Years – 25 days 3. 6/10 Years – 31days 4. 11+ Years – 34 days 	N.A.
Retirement	100% Employer Paid	<p>Wisconsin Retirement System</p> <p>10.4% - 2009</p> <p>11% - 2010</p>