

**2010 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 Time Off (ETO) or Reimbursement	Guided by Circle of Learning Policy	
Flexible Spending Account	100% Employee Paid	Diversified Benefit Services
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 <sup>th</sup> , 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

<p>Mileage Reimbursement: IRS Allowable Rate – \$.50 per mile</p>	<p>100% Employer Paid</p>	<p>N.A.</p>
<p>Paid Time Off (PTO)</p>	<p>100% Employer Paid</p> <ul style="list-style-type: none"> <li>• For time off as determined by the employee. (medical, family, vacation, funeral etc)</li> <li>• Hours earned each month</li> <li>• New Staff beginning eligibility is 13 days</li> <li>• Max accumulation is 34 days</li> <li>• Experienced staff eligibility based on years of professional experience:</li> </ul> <ol style="list-style-type: none"> <li>1. 1 Year – 13 days</li> <li>2. 2/5 Years – 25 days</li> <li>3. 6/10 Years – 31days</li> <li>4. 11+ Years – 34 days</li> </ol>	<p>N.A.</p>
<p>Retirement</p>	<p>100% Employer Paid</p>	<p>Wisconsin Retirement System</p> <p>11% of gross wages</p>