

SCI/F Employee Benefits 2019 Plan Year (11/1/2018 – 10/31/2019)

This summary applies to Full Time, Regular Employees. Full time employees are those who work an average of 30 hours per week.

Health and Welfare

Employees can sign up for coverage that begins on the first day of the month following thirty (30) days of employment. (Example: If you are hired March 15, April is your first full month of employment. Coverage would begin May 1.)

Medical

Medical insurance is currently provided through United Healthcare, a strong national carrier. Four plan options are available. Family coverage is available at our group rates on a pre-tax basis.

Employee's bi-weekly costs:

Base Option: \$2700 High Deductible Health Plan, 80%/20% Coinsurance

Employee only \$23.75*

Employee plus child(ren) \$55.71*

Employee plus spouse \$73.26 *

Employee plus family \$99.20*

**This is an HSA-Eligible plan.*

Base PPO Option: \$3000 Deductible, 90%/50% Coinsurance

Employee only \$77.13*

Employee plus child(ren) \$139.50*

Employee plus spouse \$181.10*

Employee plus family \$245.21*

Mid Level Option: \$1500 Deductible, 80%/50% Coinsurance

Employee only \$85.62*

Employee plus child(ren) \$152.83*

Employee plus spouse \$198.26*

Employee plus family \$268.44*

Buy-up Option: \$500 Deductible, 80%/50% Coinsurance

Employee only \$119.15*

Employee plus child(ren) \$205.46*

Employee plus spouse \$265.99*

Employee plus family \$360.14*

** A spousal surcharge will be added to the medical plan if an employee's spouse is covered by SCI's medical plan and has coverage options available to them through an employer or elsewhere.*

Dental

SCI offers a choice of two dental plans.

Option 1 (Available to employees in Arizona only) - Employers Dental Service (EDS) - HMO

Employee Cost Per Bi-weekly Paycheck

Employee only \$0.00

Employee plus spouse \$5.74

Employee plus child (ren) \$9.64

Employee plus family \$11.90

Option 2 - Reliance Standard - PPO (\$50 deductible - \$1000 max)

Employee Cost Per Bi-weekly Paycheck

Employee only \$12.41

Employee plus spouse \$31.07

Employee plus child(ren) \$40.31

Employee plus family \$58.97

A voluntary Vision plan is available through United Healthcare.

Vision discount programs (eye exam, frames and lenses) are part of the medical and dental plans.

Employee Cost Per Bi-weekly Paycheck

Employee only \$3.64

Employee plus spouse \$7.23

Employee plus child(ren) \$7.58

Employee plus family \$11.34

Flexible Spending Account & Health Savings Account

Employees can set aside pre-tax earnings for eligible expenses for health and dependent care.

Freshbenies \$7.00 per family bi-weekly

Modern, concierge health benefits that keep you and your family healthy, happy & productive!

Health Helper Card -- (Telehealth – 24/7, Doctors Online, Advocacy and Prescription Savings)

Add On Plans (semi-monthly rates)

- Lifelock \$4.25 Individual \$11.68 Family
- Legal Savings \$2.00
- Pet Care Savings \$3.50
- Dental & Vision Savings \$2.00

AFLAC – Supplemental Insurance Coverage

Employees can purchase additional insurance policies through AFLAC for injury and illness with pre-tax dollars at a group rate.

Long Term Disability (LTD) Insurance and Life Insurance through Reliance Standard.

SCI pays the entire cost of the following benefits:

Life and AD&D (Accidental Death & Dismemberment)

1 x annual salary

Dependent Life

\$5,000 spouse / \$2,000 child

Short Term Disability

60% of weekly earnings to \$1,500

Long Term Disability

66 2/3% of monthly earnings to \$8,000

Additional life insurance available for purchase by employee

Employee Assistance Program – MHN Employee Assistance Program

Services are available to help employees balance their commitments in and out of work. This is an employer-paid benefit.

401(k) Retirement Program

After completing 6 months of service, employees are automatically enrolled into the 401(k) plan at the default rate of 4% of their gross salary into the appropriate Age-Based Target Date Fund. Employees may choose to change the default contribution rate, direct contributions to other investment options in the plan or decline participation in the plan at any time. Employees can contribute up to 90% of their gross salary (or IRS maximums.) At the discretion of its Board of Directors, SCI matches 30% of the first 30% of the employees' contributions.

Paid Time Off

For new employees, SCI provides paid time off on an accrual basis. Accrued vacation may be taken after 90 days of employment.

Vacation (90 day waiting period to use, however, accrual starts on first day of service)

Employees may accrue vacation to their maximum annual accrual.

1 - 4 years of service	120 hours Maximum accrual
5 - 10 years of service	160 hours Maximum accrual
11 - 15 years of service	200 hours Maximum accrual
16 + years of service	240 hours Maximum accrual

Holidays (No waiting period)

Employees receive 10 paid holidays per year as follows:

New Year's Day – Martin Luther King (*DC office only*) President's Day – Memorial Day – Independence Day – Labor Day – Thanksgiving – Day after Thanksgiving – Christmas Eve – Christmas Day - New Year's Eve (*except DC office*)

Education

Education Assistance

Employees with one year of service may apply for Educational Assistance which provides tuition reimbursement for college degree programs that relate to our business.

Other Notable Benefits

Free direct deposit to multiple accounts

Free admission to the International Wildlife Museum

Complimentary SCI/F membership

Complimentary SCI publications subscription and MORE!