



Midwest Trust Company 2016 Benefits Overview

We are committed to providing a comprehensive benefits package to our employees. Most benefits are effective the first of the month after hire. Eligible employees are those regularly scheduled to work 30 or more hours per week. This overview is **effective January 1, 2016**. Complete information is available in the official plan documents. If there is a discrepancy or conflict between the plan documents and this overview, the plan documents will prevail. Contact Human Resources at hr@midwesttrust.com for more information.

Medical Insurance

CIGNA, Medical Plan Feature	POS Copay Plan, In-Network	HDHP w/ HSA, In-Network
Deductible, Single / Family	\$750 / \$1,500	\$2,500 / \$5,000
Coinsurance After Deductible	10%	0%
Out-of-Pocket Max, Single / Family	\$3,500 / \$7,000	\$2,500 / \$5,000
Lifetime Maximum	Unlimited	Unlimited
Office Visits	\$25 / \$50 specialist	0% after deductible
Preventive Care	0% (100% covered)	0% (100% covered)
Inpatient Facility/Surgical	\$250 + deductible + 10%	0% after deductible
Outpatient Facility/Surgical	\$125 + deductible + 10%	0% after deductible
Urgent Care	\$75, no charge after deductible	0% after deductible
Emergency Room	\$300, no charge after deductible	0% after deductible
Prescription Drugs, Retail	\$20 / \$35 / \$50	0% after deductible
Prescription Drugs, Mail	\$40 / \$70 / \$100	0% after deductible
Health Savings Account Annual Employer Contribution		
Single Coverage	\$1,250 (made monthly)	Family Coverage
		\$2,500 (made monthly)
Pre-Tax Employee Deductions per Semi-Monthly Pay Period*		
Employee Only	\$0	\$0
Employee + Spouse	\$35.08	\$29.39
Employee + Child(ren)	\$30.38	\$25.45
Family	\$65.46	\$54.85

*Deductions assume wellness program participation. Non-wellness premiums are \$25 more per period.

Dental Insurance

CIGNA, Dental Plan Feature	In-Network
Annual Benefit Maximum	\$1,500
Deductible	\$50 individual, \$150 family
Preventive Services: Oral exams, cleanings, x-rays	Plan pays 100%, no deductible
Basic Services: Periodontics, oral surgery, fillings, root canal	Plan pays 80% after deductible
Major Services: Crowns, bridges, dentures	Plan pays 50% after deductible
Orthodontia (For dependents to age 19)	Plan pays 50% after deductible
Orthodontic Lifetime Benefit	\$1,000
Pre-Tax Employee Deductions per Semi-Monthly Pay Period	
Employee Only	Employee + Spouse
\$0	\$14.17
Employee + Child(ren)	Family
\$21.93	\$41.63

Voluntary Vision Insurance

VSP, Vision Plan Feature	In-Network		
Eye exam	12 months; \$10 copay		
Lenses or contact lenses	12 months		
Single vision, bifocal, trifocal lenses	\$25 copay		
Progressive: standard/premium/custom	\$55 / \$95-\$105 / \$150-175		
Contact lenses	Up to \$60 copay for fitting and eval; \$150 allowance for contacts		
Frames	24 months; \$150 allowance, then \$25 copay + 20% off copay		
Additional pairs of glasses	20% off additional glasses and prescription sunglasses		
Laser vision correction	Average 15% off regular price or 5% off promotional price		
Pre-Tax Employee Deductions per Semi-Monthly Pay Period			
Employee Only	Employee + One	Employee + Child(ren)	Family
\$4.61	\$7.37	\$7.53	\$12.14

Flexible Spending Accounts (FSA)

Redirect a portion of gross pay to a pre-tax FSA administered by BASIC to pay for unreimbursed medical, dental, vision, and dependent care expenses. A debit card is available.

- Medical Flexible Spending Account, maximum contribution of \$2,550
- Dependent Care Spending Account, maximum contribution of \$5,000 if single or married filing jointly

Life Insurance

Basic group life and accidental death and dismemberment (AD&D) insurance in the amount of \$100,000 is provided through UNUM at no cost to the employee. Additional insurance may be purchased voluntarily.

Disability

- Short-term disability leave provides up to six weeks of leave at 80% of pay after two weeks; no cost
- Voluntary long-term disability insurance provides 60% of salary up to the maximum benefit after 90 days; semi-monthly deduction is \$.44 per \$100 of semi-monthly base salary

Other Voluntary Benefits

- Voluntary long-term care insurance through United of Omaha
- Voluntary accident and critical illness insurance through Colonial Life

401(k) Profit Sharing Plan

All employees age 21 or older are eligible to participate in the 401(k) plan immediately upon hire. Employer match is 100% of the employee's first 3%, then 50% of the employee's next 2%, with immediate 100% vesting. Profit sharing eligibility is the first of the quarter after one year of service.

Time Off

- Vacation is earned each pay period beginning at hire

Length of Service on 1/1	Vice President and Up	All Others
Up to 3 years	3 weeks (pro-rated for new hires)	2 weeks (pro-rated for new hires)
3 years but less than 7	4 weeks	3 weeks
7 or more years		4 weeks

- Sick time accrues 3 hours per pay period beginning at hire; may accumulate up to 240 hours
- Holidays, jury duty, bereavement