

**KRELL INSTITUTE**  
**SUMMARY OF BENEFITS – FY2009**

**HEALTH INSURANCE** - Wellmark Blue Cross/Blue Shield- Alliance Select Plans

**Option 1:**

\$1000/\$2000 deductible  
10% in network, 20% out of network coinsurance  
\$2000/\$4000 out of pocket maximum  
\$2,000,000 lifetime benefit maximum  
Prescription benefit

**Option 2**

\$750/\$1500 deductible  
\$20 co-pay, 20% in network, 30% out of network coinsurance  
\$1500/\$3000 out of pocket maximum  
\$2,000,000 lifetime benefit maximum  
Prescription benefit

**DENTAL INSURANCE** – Delta Dental

Preventive Procedures - 100% covered in network, 80% out of network  
Basic procedures - 80% covered in network, 60% out of network  
Major Procedures - 50% covered in network, 40% out of network  
Deductible: \$25/\$75 in network, \$50/\$150 out of network  
\$2000/year maximum

**LIFE INSURANCE** – Principal Life Insurance

2 times salary up to \$300,000 maximum  
Accidental Death & Dismemberment  
Dependent Life available

**SHORT TERM DISABILITY** – Sun Life

Maximum benefit period  
13 weeks/injury  
13 weeks/illness, after 7 days sickness  
60% weekly pay up to \$1,250 weekly maximum

**LONG TERM DISABILITY** – Sun Life

60% of basic monthly pay up to \$6,000/month maximum  
90 day elimination period

Dental, disability (both short & long term), and life insurance (with spouse/dependent

coverage) are paid in full by employer. Health insurance, for both single and family coverage, is available at a low cost to employees.

**VISION CARE PLAN** – Avesis (Select Networks)

Co-pays based on in- or out-of network provider. Benefits include:  
Annual vision exam, spectacle lens, and contacts  
Frames (\$100-\$150 range) every 24 months  
Discounts available on progressive and specialty lens plus other services

**SECTION 125 FLEXIBLE BENEFIT PROGRAM** – Meritain (formerly Corporate Benefit Services of America, Inc. {CBSA})

Three pre-tax options available to employees:  
Health Insurance Premium Only  
Medical Expense Flexible Spending Account  
Dependent Care Flexible Spending Account

**RETIREMENT PLAN** – TIAA-CREF

403(b) Defined Contribution Plan with:  
Employee elective deferral option up to the maximum allowed by law  
Employer contribution of 10% of salary after one year of service

**DEFERRED COMPENSATION PLAN** – TIAA-CREF

457 Plan for additional elective deferrals – subject to risk of forfeiture

**EMPLOYEE ASSISTANCE PROGRAM** – Employee & Family Resources

Program offers free and discounted professional services to assist employees with life issues which may impact employee health, well-being, and job performance. See brochure for details.

**PAID TIME OFF (PTO)** (includes vacation, sick leave, and family illness)

18 days per year for first 5 years  
24 days per year for 6+ years

**11 PAID HOLIDAYS**

New Year's Day  
Martin Luther King Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving (2 days)  
Christmas (2 days)  
Personal Day (employee choice)  
Floating Holiday (to be determined by staff)

PTO begins accumulating on the first day of employment.  
Insurance coverage begins on the first day of the calendar month following 30 days of employment, i.e. employment begins July 15, insurance coverage begins September 1.