



## **BENEFITS AT A GLANCE**

AMIKids offers comprehensive and affordable benefits for Team Members and their families. AMIKids recognizes the diverse needs of Team Members and strives to provide excellent benefits to meet those needs. All medical, dental and vision premiums, HSA contributions, as well as any contributions to the 403(b) Retirement Savings plans, are pre-tax dollars.

The benefits listed below are currently offered to benefit eligible Team Members who are scheduled to work 30 hours or more per week. Benefits are effective the first of the month following 60 days of employment (First of the month following hire for Infinity Team members). For example, if your hire date is 5-7-2022 benefits become effective 8-1-2022. The AMIKids Benefit Guide includes more detailed information to assist you in making informed decision within 60 days of your start date. This Guide will be provided as part of the new hire orientation; if you have not received it within 14 days of hire please see your AMIKids representative. If there is any discrepancy between this Guide and the Plan Documents, the Plan Documents will control.

### **INSURANCE:**

- **Medical:** Medical plan options are provided by UMR including mental health under the UHC Choice Plus network and prescription benefits provided by Express Scripts,
- **Dental:** United Health Care dental plan(s) are available for all eligible Team Members (one plan includes orthodontia for both children and adults),
- **Vision:** United Health Care vision plan, access to the Spectera Eyecare network
- **Basic Life:** A company-paid basic \$10,000 life and AD&D policy is provided through United Health Care for all Team Members benefit eligible,
- **STD:** Short Term Disability is available for Team members with 2 years of concurrent service. Voluntary STD available for purchase, prior to the 2 year anniversary,
- **Voluntary:** Team Members may also purchase additional life and AD&D benefits up to five times their annual salary. Amounts up to \$200,000 for Team Member, can be purchased without evidence of insurability *at time of original eligibility*, as well as the option to purchase coverage, for eligible dependents. Other voluntary products are available for purchase from United Health Care at group rates such as Long Term Disability, Accident Insurance, Critical Illness and Hospital Indemnity.
- **HSA:** Medical enrollees in the Base HSA Plan, receive a \$500 **prorated contribution** automatically from AMIKids.
- **HRA:** Medical enrollees in the Copay HRA plan receive a \$500 contribution immediately towards any medical deductible eligible expenses.

### **RETIREMENT BENEFITS:**

- **Pension Plan:** 5% employer contribution after two years of service and 15% after 10 years
- **403(b) Savings:** Pre-tax deductions may be directed to Fidelity: Team member paid

### **HOLIDAYS AND PAID TIME OFF (PTO):**

- We offer nine paid holidays per year:

New Year's Day	Dr. Martin Luther King Day	Good Friday
Memorial Day	Independence Day	Labor Day
Veterans Day	Thanksgiving Day	Christmas Day

### **ADDITIONAL BENEFITS:**

- Employee Assistance Program (EAP)
- Educational Assistance
- Legal and ID Theft
- Pet Insurance

**Team members classified as Other Part time (OPT), working less than 30 hours per week or Temporary are not eligible for the above listed benefits.**