



ELIGIBLE PARTICIPANTS

2025 BENEFITS

MEDICAL INSURANCE OPTIONS

High Deductible Health Plan (HDHP) \$1650 Single/\$3300 Family with Health Savings Account (HSA)	Employee's Weekly Premium	Employer's Monthly HSA Contribution	
- Employee Only	\$ 64.00	\$ 50.00	
- Employee & Spouse/Domestic Partner	\$ 133.00	\$ 100.00	
- Employee & Child(ren)	\$ 129.00	\$ 100.00	
- Family	\$ 194.00	\$ 100.00	

High Deductible Health Plan (HDHP) \$2800 Single/\$5600 Family with Health Savings Account (HSA)	Employee's Weekly Premium	Employer's Monthly HSA Contribution	
- Employee Only	\$ 46.30	\$ 75.00	
- Employee & Spouse/Domestic Partner	\$ 96.30	\$ 150.00	
- Employee & Child(ren)	\$ 94.30	\$ 150.00	
- Family	\$ 125.30	\$ 150.00	

FITNESS INCENTIVE

All active, regular full-time employees who participate in a fitness club, fitness class, personal training, weight management, etc., are eligible to receive up to \$100 per year reimbursement.

DENTAL INSURANCE

	Employee's Weekly Premium		
- Employee Only	\$	1.15	
- Family	\$	10.35	

VISION INSURANCE

	Davis Full Feature Designer Employee's Weekly Premium		VSP Choice Full Feature Employee's Weekly Premium	
- Employee Only	\$	1.34	\$	1.46
- Family	\$	2.89	\$	3.14

LIFE INSURANCE

	Employee's Weekly Premium		
- Basic Life - \$25,000	\$	-	
- AD&D	\$	-	

401(K) RETIREMENT PLAN

New hires will be auto enrolled at a 3% deferral rate with the employer match on 1st day of quarter after one year of service. Opt-out is available. Auto increase deferral 1% annually available.	Employee Contribution	Employer Contribution	
	0.0%	0.0%	
	1.0%	1.0%	
	2.0%	2.0%	
	3.0%	3.0%	←← Auto Enroll Rate
	4.0%	3.5%	
5.0% or more	4.0%		

OTHER VOLUNTARY BENEFITS

UNUM Voluntary Short Term Disability
UNUM Specified Disease (Critical Illness)
UNUM Accident Insurance



WELLNESS PARTICIPANTS

2025 BENEFITS

MEDICAL INSURANCE OPTIONS

High Deductible Health Plan (HDHP) \$1650 Single/\$3300 Family with Health Savings Account (HSA)	Employee's Weekly Premium	Employer's Monthly HSA Contribution	ANNUAL SAVINGS FOR PARTICIPATION IN WELLNESS PROGRAM
- Employee Only	\$ 41.10	\$ 50.00	\$ 1,190.80
- Employee & Spouse/Domestic Partner	\$ 94.10	\$ 100.00	\$ 2,022.80
- Employee & Child(ren)	\$ 104.10	\$ 100.00	\$ 1,294.80
- Family	\$ 154.10	\$ 100.00	\$ 2,074.80

High Deductible Health Plan (HDHP) \$2800 Single/\$5600 Family with Health Savings Account (HSA)	Employee's Weekly Premium	Employer's Monthly HSA Contribution	ANNUAL SAVINGS FOR PARTICIPATION IN WELLNESS PROGRAM
- Employee Only	\$ 23.40	\$ 75.00	\$ 1,190.80
- Employee & Spouse/Domestic Partner	\$ 56.40	\$ 150.00	\$ 2,074.80
- Employee & Child(ren)	\$ 72.40	\$ 150.00	\$ 1,138.80
- Family	\$ 99.40	\$ 150.00	\$ 1,346.80

FITNESS INCENTIVE

All active, regular full-time employees who participate in a fitness club, fitness class, personal training, weight management, etc., are eligible to receive up to \$100 per year reimbursement.

DENTAL INSURANCE

	Employee's Weekly Premium	
- Employee Only	\$ 1.15	
- Family	\$ 10.35	

VISION INSURANCE

	Davis Full Feature Designer Employee's Weekly Premium	VSP Choice Full Feature Employee's Weekly Premium
- Employee Only	\$ 1.34	\$ 1.46
- Family	\$ 2.89	\$ 3.14

LIFE INSURANCE

	Employee's Weekly Premium	
- Basic Life - \$25,000	\$ -	
- AD&D	\$ -	

401(K) RETIREMENT PLAN

New hires will be auto enrolled at a 3% deferral rate with the employer match on 1st day of quarter after one year of service. Opt-out is available. Auto increase deferral 1% annually available.	Employee Contribution	Employer Contribution	
	0.0%	0.0%	
	1.0%	1.0%	
	2.0%	2.0%	
	3.0%	3.0%	← ← Auto Enroll Rate
	4.0%	3.5%	
	5.0% or more	4.0%	

OTHER VOLUNTARY BENEFITS

UNUM Voluntary Short Term Disability
UNUM Specified Disease (Critical Illness)
UNUM Accident Insurance