

1517 Media

Benefits Overview 2018

For: Full-Time Regular Employees working 30+ Hours per Week

Begin: The first of the month following 30 days of employment. If the first work day of the month falls on a regularly scheduled holiday or a weekend, benefits will begin the first of the month following.

<p>High Deductible Health Care Plan</p> <p>Employee Contribution: <i>Health Partners Achieve Network</i> Employee Only: \$110 per month Employee +1: \$370 per month Family: \$570 per month</p> <p><i>Health Partners Open Access Network</i> Employee Only: \$130 per month Employee +1: \$410 per month Family: \$630 per month</p>	<p>Deductible: In-Network: \$2,000 per single / \$4,000 per family Out-Of-Network: \$6,000 per single / \$12,000 per family</p> <p>Co-insurance: In-Network: 80% after deductible Out-Of-Network: 50% after deductible</p> <p>Out of Pocket Maximum: In Network: \$3,250 per single / \$6,500 per family Out-Of-Network: \$18,000 per single / \$36,000 per family</p>
<p>Health Savings Account <i>Optum Bank</i> Including employer contributions, employees can set aside up to the IRS maximum \$3,450 for single coverage and \$6,900 for family coverage. If you are 55 or older you can make an additional catch-up contribution. The maximum annual catch-up contribution is \$1,000.</p>	<p>An HSA allows you to set aside pre-tax money to be used for qualifying medical expenses now or in the future.</p> <p>1517 Media will contribute \$330 to the HSA of employees with single coverage or \$660 to the HSA of employees with family coverage on a semi-annual basis (January & July).</p>
<p>Dental Plan <i>Delta Dental of MN</i></p> <p>Employee Contribution: Employee Only: \$15 per month Employee +1: \$30 per month Family: \$50 per month</p>	<p>Delta Preferred Option USA and Delta USA</p> <p>Delta Dental PPO Deductible: None Annual Maximum: \$1,500</p> <p>Delta Premier Deductible: \$25/\$75 Annual Maximum: \$1,500</p>
<p>Short Term Disability <i>1517 Media</i> Cost: No employee premium</p>	<p>The STD plan provides you with income replacement if you have a medically certified health condition and are unable to perform some or all your job duties for more than 7 consecutive calendar days.</p> <p>Salary continuation will be provided at 50% of your normal earnings. Any accrued sick hours will be used for the remaining 50% of pay.</p>

<p>Long Term Disability <i>Reliance Standard Life Ins. Co.</i> Cost: No employee premium</p>	<p>The LTD plan provides you with income if you have a medically certified health condition and are unable to perform some or all your job duties for more than 90 consecutive calendar days. 60% of monthly earnings provided up to \$6000. Considered taxable income.</p>
<p>Basic Life and AD&D (Accidental Death and Dismemberment Insurance) <i>Reliance Standard Life Ins. Co.</i> Cost: No employee premium</p>	<p>1517 Media provides you with Basic Life and Accidental Death and Dismemberment Insurance, which provides financial protection in the event of your death. Coverage is 1x base annual salary (another 1x base annual salary for accidental death.)</p>
<p>Supplemental Life and AD&D Insurance for employee and dependents <i>Reliance Standard Life Ins. Co.</i> Cost: Subject to amount and type of insurance purchased. Premiums are also based on age.</p>	<p>1517 Media provides you with the opportunity to purchase Supplemental Life Insurance and AD&D for yourself and your dependents, which provides financial protection in the event of a death.</p>
<p>Limited Health Care Flexible Spending Account Plan Allows you to set aside tax sheltered money to be reimbursed for eligible dental, vision, and dependent daycare expenses.</p>	<p>Health Care FSA: Employees can elect to set aside up to \$2,650 per plan year. To be withheld equally from each paycheck for the calendar year.</p> <p>Dependent Care Reimbursement Account: Employees can set aside up to \$5,000 per plan year to reimbursement themselves for daycare expenses.</p>
<p>Parking Reimbursement Account <i>Benefit Extras</i> Parking Reimbursement Account can set aside up to \$255 per month per plan year.</p>	<p>Allows you to set aside tax sheltered money and be reimbursed for eligible parking expenses.</p>
<p>Transit Pass Benefit <i>Metro Transit</i> Metropass: \$83.00 per month pre-tax Go-To (stored value cards): available for purchase in \$10 increments</p>	<p>1517 Media is pleased to offer the Metropass Program. Under this program, employees can purchase a monthly Metropass, which will provide unlimited bus and rail use each month.</p>
<p>403(b) Retirement and Savings Plan <i>OneAmerica Retirement Services</i> Must be 21 years of age New employees are automatically enrolled in the plan at 6% deduction beginning the first payroll of the month after working for 30 days. Deferrals can be changed at any time.</p>	<p>In 2018, you may contribute 1% to 100% of your compensation per pay period on a pre-tax basis in 1% increments, up to the IRS limit of \$18,500. If you will be age 50 or older before the end of the calendar year, you may elect to make a Catch-Up Contributions of an additional \$6,000.</p> <p>For each \$1.00 the employee contributes, 1517 Media contributes \$0.50 to a maximum of 6% as an employer matching contribution. The employer match begins when you are first eligible to participate in the plan and any employer contributions made to the retirement plan are 100% vested.</p>

<p>Paid Time Off</p>	<p>Company Holidays: The office is closed and employees are paid for 10 per year.</p> <p>Sick Days: All regular full time employees accrue 8 hours per month.</p> <p>Vacation Days: All employees accrue 11.4 hours per month, up to max of 280 hours.</p>
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Additional Benefits

Corporate Membership at the 510 Marquette Fitness Center & Bike Storage

1517 Media employees have access to the building fitness center at no cost to the organization or employees. The fitness center is secured with scan card access. A variety of fitness classes are available at no cost as well. Locker room and shower facilities are located in the fitness center. Secure indoor bike storage is also available in the building. Appropriate enrollment and waiver forms are available in HR.

Employee Assistance Program (EAP)

Health Partners Employee Assistance Program (EAP) is a proven strategy for assisting employees and their families with personal and work-related problems, difficulties and concerns which can – and do- affect their work performance. 1517 Media’s EAP partner can be reached by phone, text or online. Our contract also provides employees with up to six in-person visits with a counselor.

Wellness

1517 Media promotes a culture of wellness for all employees and sponsors a variety of activities throughout the year. All employees have a sit-to-stand desk, fruit and nuts are provided in the pantry as well as chilled water and ice and an annual onsite flu-shot clinic is offered among other features.

Employee Purchase Privileges

All 1517 Media employees are eligible to receive a 50 percent discount on store or event purchases of 1517 Media products only.

Volunteer Day

1517 Media recognizes that societal and community issues have a direct relationship to the success of our organization. Therefore, 1517 Media allows regular full-time employees to take one paid day each calendar year to use for volunteer community activities. Regular part-time employees are allowed one half-day per year.

This sheet is intended to provide a summary of each of the benefit plans. Although care was taken to correctly describe these plans, you should consult the actual certificate of coverage for full details.