

Augsburg Fortress

PUBLISHERS

Benefits Overview 2024 Remote Employees

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

Begin: The first of the month following 30 days of employment. If the first workday 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 Open Access Network</i> <i>National Coverage with CIGNA</i> Employee Only: \$170 per month Employee +1: \$500 per month Family: \$800 per month</p>	<p>Embedded Deductible: In-Network: \$4,000 per single / \$8,000 per family Out-Of-Network: Open Access- \$8,000 per single / \$16,000 per family Select Network- \$12,000 per single / \$24,000 per family</p> <p>Co-insurance: In-Network: 25% after deductible Out-Of-Network: 50% after deductible</p> <p>Embedded Out of Pocket Maximum: In Network: \$6,500 per single / \$13,000 per family Out-Of-Network: Open Access: \$13,500 per single / \$27,000 per family Select Network: \$19,500 per single / \$39,000 per family</p>
<p>Health Savings Account <i>Optum Bank</i> Including employer contributions, employees can set aside up to the IRS maximum \$4,150 for single coverage and \$8,300 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>Augsburg Fortress Publishers will contribute \$330 to the HSA of employees with single coverage or \$660 to the HSA of employees with employee +1 or 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: \$20 per month Employee +1: \$35 per month Family: \$55 per month</p>	<p>Delta Dental PPO Deductible: None Annual Maximum: \$1,500</p> <p>Delta Premier Deductible: \$25/\$75 Annual Maximum: \$1,500</p>
<p>Vision Plan <i>EyeMed</i></p> <p>Employee Contribution Employee Only: \$7.80 per month Employee + Spouse: \$14.82 per month Employee + Child(ren): \$15.60 per month Family: \$22.93 per month</p>	<p>EyeMed Insight network with PLUS Provider</p> <p>Exam Services Contact Lens Fit and Follow-Up Frame allowances Lens Options Contact Lenses coverage</p>

<p>Group Accident Insurance <i>Reliance Standard Life Ins. Co</i></p> <p>Employee Contribution Employee Only: \$6.95 per month Employee + Spouse: \$10.94 per month Employee + Child(ren): \$15.52 per month Family: \$19.69 per month</p>	<p>Voluntary accident insurance provides a range of fixed, lump-sum benefits for injuries resulting from a covered accident, or for accidental death and dismemberment.</p>
<p>Group Critical Illness Insurance <i>Reliance Standard Life Ins. Co</i></p> <p>Cost: Subject to coverage amount and type of insurance purchased. Premiums are based on age bands</p>	<p>Voluntary critical illness insurance provides a fixed, lump-sum benefit upon diagnosis of a critical illness, which can include heart attack, stroke, paralysis and more.</p> <p>Guaranteed Issue Amount: Employee & Spouse, \$20,000; children, full benefit</p>
<p>Group Hospital Indemnity Insurance <i>Reliance Standard Life Ins. Co</i></p> <p>Employee Contribution Employee Only: \$18.90 per month Employee + Spouse: \$38.73 per month Employee + Child(ren): \$27.61 per month Family: \$46.89 per month</p>	<p>Voluntary hospital indemnity insurance provides a range of fixed lump-sum daily benefits to help cover costs associated with a hospital admission, including room and board costs.</p>
<p>Short Term Disability <i>Augsburg Fortress Publishers</i> Cost: Company paid benefit</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: Company paid benefit</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: Company paid benefit</p>	<p>Augsburg Fortress Publishers 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 coverage amount and type of insurance purchased. Premiums are based on age bands</p>	<p>Augsburg Fortress Publishers 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>Guarantee Issue Amounts: employee, \$170,000; spouse, \$30,000; children, full benefit.</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 childcare expenses.</p>	<p>Health Care FSA: Employees can elect to set aside pre-tax dollars up to \$3,050 per plan year. The election amount will be withheld equally from 24 paychecks for the calendar year.</p> <p>Dependent Care Reimbursement Account: Employees can set aside up to \$5,000 pre-tax dollars per plan year to reimburse themselves for childcare expenses.</p>
<p>403(b) Retirement and Savings Plan <i>Principal Financial Services, Inc.</i></p>	<p>In 2024, 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</p>

<p>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>of \$23,000. 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 \$7,500. For each \$1.00 the employee contributes, Augsburg Fortress Publishers 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 11 company holidays per year.</p> <p>Sick Days: All regular full-time employees accrue 8 hours per month.</p> <p>Vacation Days: All employees with <5 years of service accrue 11.4 hours per month, up to max of 280 hours. All employees with 5+ years of service accrue 14.7 hours per month, up to max of 280 hours.</p> <p>Volunteer Day: Augsburg Fortress Publishers recognizes that societal and community issues have a direct relationship to the success of our organization. Therefore, Augsburg Fortress Publishers allows regular full-time employees to take one paid day each calendar year to use for volunteer community activities.</p>
<p>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. Augsburg Fortress Publishers’ 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.</p> <p>Well-Being Offerings Augsburg Fortress Publishers promotes a culture of wellbeing for all employees and sponsors a variety of activities throughout the year. Principal, our retirement plan platform provides a variety of financial tools.</p> <p>Employee Purchase Privileges All Augsburg Fortress Publishers employees are eligible to receive a 50 percent discount and free shipping on purchases of Augsburg Fortress Publishers products only.</p>	

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.