

NON-EXEMPT 2018-19 FRINGE BENEFITS INSERT

INSURANCE RATES

(For specific plan details please consult the Summary Plan Document for each plan)

The following are **employee per pay** contributions for **Medical: Aetna Choice POS II Open Access**

Annual Salary	Employee (EE)	EE + Child(ren)	EE + Spouse	EE + Spouse + Child(ren)
BI-WEEKLY 26 PAYS				
< \$30,000	\$25.59	\$67.91	\$95.00	\$126.75
\$30,000 - \$34,999	\$28.03	\$74.38	\$104.05	\$138.83
\$35,000 - \$39,999	\$31.08	\$82.46	\$115.36	\$153.92
\$40,000 - \$44,999	\$34.73	\$92.16	\$128.93	\$172.02
\$45,000 - \$49,999	\$38.39	\$101.87	\$142.50	\$190.13
\$50,000 - \$59,999	\$45.70	\$121.27	\$169.64	\$226.35
\$60,000 - \$69,999	\$53.01	\$140.67	\$196.78	\$262.56
\$70,000 - \$89,999	\$60.33	\$160.08	\$223.93	\$298.78
\$90,000 - \$109,999	\$63.98	\$169.78	\$237.50	\$316.88
> = \$110,000	\$67.64	\$179.48	\$251.07	\$334.99
NON-12 MONTH 17 PAYS				
< \$30,000	\$39.14	\$103.86	\$145.29	\$193.86
\$30,000 - \$34,999	\$42.87	\$113.76	\$159.13	\$212.32
\$35,000 - \$39,999	\$47.53	\$126.12	\$176.43	\$235.40
\$40,000 - \$44,999	\$53.12	\$140.96	\$197.18	\$263.09
\$45,000 - \$49,999	\$58.71	\$155.80	\$217.94	\$290.79
\$50,000 - \$59,999	\$69.90	\$185.47	\$259.45	\$346.18
\$60,000 - \$69,999	\$81.08	\$215.15	\$300.96	\$401.56
\$70,000 - \$89,999	\$92.26	\$244.82	\$342.48	\$456.95
\$90,000 - \$109,999	\$97.86	\$259.66	\$363.23	\$484.65
> = \$110,000	\$103.45	\$274.50	\$383.99	\$512.34

The following are **employee per pay** contributions for **Dental and Vision:**

		Employee (EE)	EE + Spouse or EE + Child	EE + Spouse + Child(ren) or EE + Children
DENTAL United Concordia (Concordia Select) Low Option	Bi-Weekly 26 pays	\$9.54	\$19.34	\$31.95
	Non-12 Month 17 pays	\$14.59	\$29.57	\$48.87
DENTAL United Concordia (Concordia Choice) High Option	Bi-Weekly 26 pays	\$10.49	\$22.02	\$41.03
	Non-12 Month 17 pays	\$16.04	\$33.68	\$62.75
VISION Vision Benefits of America	Bi-Weekly 26 pays	\$1.41	\$3.29	\$4.78
	Non-12 Month 17 pays	\$2.16	\$5.03	\$7.31

Vacation is earned on a monthly basis (vacation allotment for 12 months, July through June, is 15 days). Vacation is prorated based on date of hire.

PRO-RATED VACATION SCHEDULE

July	15 days	January	8 days
August	14 days	February	6 days
September	12 days	March	5 days
October	11 days	April	4 days
November	10 days	May	2 days
December	9 days	June	0 days

RETIREMENT

Defined Contribution Plan for eligible employees is 8%. Dickinson has an EMPLOYER retirement contribution match of .25% for eligible employees if employees contribute at least .25% of their own funds to retirement.

Tax Deferred Annuity Plan calendar year limits for employee contributions via payroll deduction are \$18,500. Employees age 50 and older may contribute an additional \$6,000, making the total elective deferral maximum \$24,500.

HOLIDAY SCHEDULE 2018–2019

Wednesday, July 4, 2018	Independence Day
Wednesday, November 21, 2018*	Additional Paid Closing Day*
Thursday, November 22, 2018	Thanksgiving Day
Friday, November 23, 2018	Friday after Thanksgiving Day
Monday, December 24, 2018*	Additional Paid Closing Day*
Tuesday, December 25, 2018	Christmas Day
Wednesday, December 26, 2018	Day after Christmas Day
Thursday, December 27, 2018	Additional Holiday
Friday, December 28, 2018	Additional Holiday
Monday, December 31, 2018	Additional Holiday
Tuesday, January 1, 2019	New Year's Day
Wednesday, January 2, 2019*	Additional Paid Closing Day*
Thursday, January 3, 2019*	Additional Paid Closing Day*
Friday, January 4, 2019*	Additional Paid Closing Day*
Monday, May 27, 2019	Memorial Day

Three Floating Holidays—*New employees are eligible for three floating holidays if start date is prior to September 1, Two floating holidays if start date is prior to December 1, One floating holiday if start date is prior to March 1.*

Please note that all departments will be open on Labor Day, Monday, September 3, 2018.