

# **St. Louis Development Corporation**

## **Summary of Benefits**

### **401(a)**

Available the first of the month following 6 months of service. St. Louis Development Corporation contributes the equivalent of 9 percent of W-2 pay. Employees may contribute up to 5.5 percent of pay after tax. Money is invested through Great West Retirement Services. Employee is 100% vested using a 3-years graded vesting schedule.

### **Deferred Compensation**

Available anytime after start of employment. Section 457 Plan allows pre-tax contributions by employees. Various investment options are available through Nationwide.

### **Employer Paid Term Life Insurance**

Available the first of the month following 6 months of service. Equal to annual salary raised to the next thousand with a maximum of \$100,000.

### **Employee Paid Additional Life Insurance/ Dependent Life**

Available the first of the month following 6 months of service. Rate is based on age and level of coverage selected (\$10,000-\$300,000). Coverage of spouse (\$10,000-\$150,000). Coverage for dependent children (\$2,000-\$10,000).

### **Medical (\$5,000 Deductible – of which SLDC reimburses \$3,500 after employee pays first \$1,500)**

Effective on date of hire. Current provider-**Anthem**. SLDC pays 100% of single coverage (\$441.19/mo) E.

- Single/ \$00.00/mo Employee/Spouse/ \$617.67/mo Employee/Child(ren)/\$397.06/mo Family/\$904.43/mo

### **Gap Insurance (Covers up to \$1,500 in-hospital and \$750 out-patient deductible)**

Attained Age	Employee	Emp+Spouse	Empl+Children	Employee + Family
18-39	23.29	41.89	51.40	69.94
40-49	31.46	56.54	57.82	82.89
50+	53.63	96.47	86.80	129.58

### **Dental**

Available on date of hire. Voluntary; employee pays full cost of all coverage types. Preventive services paid at 100 percent, other covered services paid at 80% and 50% depending on service. Current provider is **Metlife**.

- Single/ \$24.02/mo Employee/Spouse/ \$48.92/mo Employee/Child(ren)/ \$52.99/mo Family/\$ 83.25/mo

### **Vision**

Effective on date of hire. SLDC pays 100% of employee only (\$7.71/month); Current provided is **Anthem**.

- Single/ \$0.00/mo Employee/Spouse/ \$13.49/mo Employee/Child(ren)/\$14.65/mo Family/\$22.36/mo

### **Employee Assistance Program**

Free services available to SLDC employees to assist with work and personal issues through a confidential third-party service.

### **Short and Long Term Disability**

Employer paid benefit available following one year of service.

**Legal Shield:** Identity Theft Plan and Legal Shield Benefit Plan

**Aflac:** Accident Indemnity Advantage, Cancer Care, Critical Care Protection, Hospital Advantage, Dental Insurance

### **Subsidized Parking or Metro Pass**

Parking: Average monthly cost: \$80/month, employee pays \$55/month through payroll deduction.

Metro Pass: Monthly pass \$78/month, employee pays \$36.00/month through payroll deduction.

### **Time off Benefits**

**Holidays**-10 company holidays and 2 floating holidays

**Vacation**- 2 weeks, increase with length of service

**Sick Time**- 78 hours (9.75 days) annually

This is a summary. Benefits are subject to change with our without notice. If there is a difference between this summary and plan document or policy, the plan document or policy takes precedence.