

St. Louis Development Corporation Summary of Benefits

Pension

Available the first of the month following 6 months of service. St. Louis Development Corporation contributes the equivalent of 9 percent of 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

Available on date of hire. Current provider-Aetna

- **Aetna POS** (Semi-monthly costs):
- Single/ \$00.00 Employee/Spouse/ \$383.48 Employee/Child(ren)/\$253.16 Family/\$565.99

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 Delta Dental.

- **Delta Dental:** Semi-monthly costs:
- Single/ \$12.22 Employee/Spouse/ \$25.00 Employee/Child(ren)/\$ 27.49 Family/\$ 44.17

Vision

Available on date of hire. Voluntary; employee pays full cost of all coverage types. Current provided is Advantica.

- **Advantica:** Semi-monthly costs:
- Single/ \$4.50 Employee/Spouse/ \$9.02 Employee/Child(ren)/\$ 9.54 Family/\$ 14.26

Employee Assistance Program

Free services available to assist with life related changes and problems.

Short and Long Term Disability

Employer paid benefit available following one year of service.

Subsidized Parking or Metro Pass

Parking: Average monthly cost: \$95/month, employee pays \$55/month through payroll deduction.

Metro Pass: Monthly pass \$68/month, employee pays \$30.00/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.