

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. The plan also has a 457 ROTH contribution option.

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—Anthem. SLDC pays 100% of single coverage, and 30% of the additional employee plus premium.

- **Anthem** (Monthly Costs):
- Single/ \$00.00 Employee/Spouse/ \$454.87 Employee/Child(ren)/\$292.41 Family/\$666.04

Gap - Assurant Insurance

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 Lincoln Financial group Dental.

- **Lincoln Dental:** (Monthly Costs):
- Single/ \$26.50 Employee/Spouse/ \$54.00 Employee/Child(ren)/ \$58.46 Family/\$ 91.83

Vision

Available on date of hire. Current provider -Anthem. SLDC pays 100% of single coverage.

- **Anthem:** (Monthly Costs):
- Single/ \$0.00 Employee/Spouse/ \$5.78 Employee/Child(ren)/\$ 6.94 Family/\$ 14.65

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.

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- vacation accrues at the rate of 3.0769 hours per pay period, increases with length of service

Sick Time- sick time accrues at the rate of 3.00 hours per pay period

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