

Benefits for Full-Time Employees



This is a summary only, intended for information and quick reference. For detailed information refer to each plan's Summary Plan Description and plan documents.

Benefit	Start Date	Employee Cost	Brief Description
Major Medical & Rx Blue Cross Blue Shield of Arizona (BCBSAZ)	1 st of month following 30 days of employment	Three plans – Base; Buy-up and Consumer Driven Health Plan (CDHP) <i>See Leona Benefit Plan Premiums 2021-2022 for premium rates</i>	Higher benefits for network providers. Higher benefits on buy-up plan. Base and Buy-up plans have co-pays and deductibles. All expenses under CDHP except preventive care expenses and prescription drugs are subject to deductible.
Dental Delta Dental of Michigan	1 st of month following 30 days of employment	<i>See Leona Benefit Plan Premiums 2021-2022 for premium rates</i>	Higher benefits for network providers. 100% coverage for routine, 80% coverage for basic and 50% coverage for major and orthodontia.
Vision Superior Vision National Network	1 st of month following 30 days of employment	<i>See Leona Benefit Plan Premiums 2021-2022 for premium rates</i>	Higher benefits for network providers.
Life Insurance The Hartford	1 st date of employment	None	Benefit equals two times employee base pay rounded up to nearest \$1,000.
Accidental Death & Dismemberment The Hartford	1 st date of employment	None	Benefit equals up to two times employee base pay rounded up to nearest \$1,000.
Short Term Disability The Hartford	Eligible for benefits following 1 year of full-time employment	None	Partial income replacement at 60% for up to 90 days based on length of employment.
Long Term Disability The Hartford	Eligible for benefits following 1 year of full-time employment	None	Partial income replacement if disabled continuously for more than 90 days.
Flexible Spending Accounts Medical/ Dependent Care Payflex	1 st of month following 30 days of employment	Employee selects amount of deferral	Employee defers pre-tax \$\$ through payroll deduction. Up to \$2750 for medical and up to \$5,000 for dependent care.
401(k) Retirement Savings Plan TransAmerica (AZ, MI and SAFE Academy in Indiana)	1 st of month following 30 days of employment for employee deferrals. <i>Employer match after 1 year of service</i>	Employee selects amount of deferral	Employee defers pre-tax \$\$ through payroll deduction. Can contribute up to IRS limits. Employer dollar-for-dollar match of employee deferral up to 6%.
East Chicago Urban Enterprise Academy IN State Retirement System TRF/PERF	Upon hire	Employee and Employer make contributions to the State Retirement System	Employee's work work at ECUA participate in the IN State Retirement System and therefore they are not eligible to participate in the 401(k) plan
Ohio State Retirement Plan SERS/STRS	Upon hire	Employee and Employer make contributions to the State Retirement System	Employees in the State of Ohio are mandated by law to participate in the State Retirement system. For that reason, Ohio employees are excluded from also participating in Leona's 401(k) plan
Voluntary Benefits: Whole Life Specified Critical Illness & Accident UNUM	Open Enrollment held in October (January 1 start date)	Employee selects amount of coverage and rates	Offered through UNUM, these three plans are optional, and are portable.
Personal Time [FT YR/SY] Carryover allowed to certain max hours	Upon hire	None	FT earn PTO at 2 hrs per pay period. This equates to 48 hours (6 days per year for FT YR w max accrual 96 hours/12 days) and 40 hours (5 days per year for FT SY employees w max accrual 80 hours/10 days).
Vacation [FT YR only]	Upon hire	None	2 – 4 weeks of paid vacation depending upon length of service
Employee Assistance Plan (EAP) The Hartford Legal Shield	Upon Hire	None	Provides counseling for employee and family (up to 3 visits a year for you and your family)
AZ Contact: Brenda Anderson 602.617.3209 brendaAnderson@legalshieldAssociate.com Midwest Contact: Jim Harkema 734.417.6157 ejhark@comcast.net	1 st of month following 30 days of employment	Varies depending on plan selected	Provides legal assistance