



2021 Employee Benefits Summary

This document provides an overview of the benefits Best GEN Corporation offers full-time benefits eligible employees effective 01/01/2021 through 12/31/2021

Benefit	Eligibility	Cost	Highlights Single/Family
Group Medical Insurance Wellmark - BCBS	Full-Time (30 hrs./wk) Eligible the 1 st of the month following 30 days of employment	Blue Select EPC-RER (Silver):	
		The company pays 60% of the cost for coverage. EE Contribution: EE only: \$ 90/pp* EE+child(ren): \$190/pp EE+spouse: \$170/pp EE+family: \$270/pp *pay period	Deductible: \$4000/\$8000 Max Out-of-pocket: \$6,350/\$12,700 Co-insurance: 20% Co-payment: \$30 Pharmacy: Tier 1 - \$8 Tier 2 - \$35 Tier 3 - \$50 Tier 4 - \$50 Preferred Specialty - \$35 Non-Preferred Specialty - \$50
		Blue Select-EP9-REM (Gold):	
		The company pays 60% of the cost for coverage. EE Contribution: EE only: \$112/pp* EE+child(ren): \$225/pp EE+spouse: \$215/pp EE+family: \$318/pp *pay period	Deductible: \$2,000/\$4,000 Max Out-of-pocket: \$4,000/\$8,000 Co-insurance: 20% Co-payment: \$20 Pharmacy: Tier 1 - \$8 Tier 2 - \$35 Tier 3 - \$50 Tier 4 - \$50 Preferred Specialty - \$35 Non-Preferred Specialty - \$50
Vision Insurance Avesis	Full-Time (30 hrs./wk) Eligible the 1st of the month following 30 days of employment	The company pays 100% of the cost for EE coverage. ER Contribution: EE only: \$00.00/mo EE+child(ren): \$20.26/mo EE+spouse: \$23.78/mo EE+family: \$29.78/mo	Eye Exam: \$10 co-pay/12 mos. Frames: \$150 allowance/24 mos. Lenses: Covered in full after \$10 co-pay Contact Lenses: In lieu of glasses/12 mos.
Dental Insurance Delta Dental	Full-Time (30 hrs./wk) Eligible the 1st of the month following 30 days of employment	The company pays 100% of the cost for EE coverage. EE Contribution: EE only: \$00.00/pp EE+family: \$32.54/pp	100% paid on check-ups and routine teeth cleaning 80% on minor services 50% on major services \$1,200 per person per year
Flexible Spending Accounts WageWorks	Full-Time (30 hrs./wk) Eligible the 1st of the month following 30 days of employment	You contribute through pre-tax payroll deductions	Health Care and Dependent Care Accounts are available. Elect payroll deductions up to \$2,750/yr for health care and \$5,000/yr. for dependent day care. It is a tax-effective way to pay for eligible health care and dependent care expenses.





Life Insurance The Hartford	Full-Time (30 hrs./wk) Eligible the 1st of the month following 30 days of employment	The company pays 100% of cost	\$50,000 life insurance policy for each eligible employee
Voluntary Benefits The Hartford	Full-Time (30 hrs./wk) Eligible the 1st of the month following 30 days of employment	Employee pays 100% of the cost through payroll deductions	Supplemental benefits: Life Insurance - Employee - Spouse - Children Short Term Disability Long Term Disability
Voluntary Benefits AFLAC	Full-Time (30 hrs./wk) Eligible 1 st of the month following 30 days of employment	You pay 100% of the cost through payroll deductions	Accident Cancer Short Term Disability Hospital Critical Care
401(k) Plan + Match Human Interest	Must be 18 Years of Age. 30-day service requirement Entry date to participate is 30 days after hire date	You pay 100% of the deferred amount through pre-tax or post-tax payroll deductions. Company matches: - 100% on the first 3% - 50% of the next 2%	It is a tax-effective way to save for retirement
Employee Assistance Program Ability Assist Counseling Serv	Full-Time (30 hrs./wk) Eligible 1 st of the month following 30 days of employment	The company pays 100% of cost	Free counseling service when life presents complex challenges like legal, financial, medical and benefit-related concerns
Other Important Benefits – Full-Time Benefit Eligible Employees			
Paid Time Off (PTO)	Full-Time (40 hrs./wk) Non-Exempt Employees Eligible after 30 days accrued on a pro-rated basis for all hours paid, excluding overtime	Company pays 100%	0-3.99 years, up to 144 hours of paid vacation; 4-9.99 years, up to 184 hours of paid vacation; 10 + years, up to 224 hours of paid vacation.
Exempt Time Off (ETO)	Full-Time (40 hrs/wk) Exempt Employees	Company pays 100%	Time off as desired and needed
Paid Holidays	Full-Time (40 hrs/wk) Eligible on hire date	Company pays 100%	New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, and Christmas Day
Paid Bereavement Leave	Full-Time (30 hrs/wk) Eligible on hire date	Company pays 100%	Up to 5 days paid for eligible relationships
Paid Jury Leave	Full-Time (30 hrs/wk) Eligible on hire date	Company pays 100%	Up to 3 days paid for qualified jury duty
Paid Parental Leave	Eligible after 12 months employment	Company pays 100%	Primary caregiver – up to 6 weeks; Secondary caregiver – up to 4 weeks at base pay.

