

## 2022 Benefits at a Glance | Leadership

### Medical Plan Options Group Resources *Eligibility: 90 days*

Benefits	PPO		HDHP	
	You Pay (In-Network)	You Pay (Out-of-Network)	*You Pay (In-Network)	* You Pay (Out-of-Network)
Deductible	\$2,000 Individual \$4,000 Family	\$5,000 Individual \$10,000 Family	\$3,500 Individual \$7,000 Family	\$5,000 Individual \$15,000 Family
Out-of-Pocket Maximum (includes deductible)	\$4,000 Individual \$8,000 Family	Unlimited	\$3,500/\$7,000	Unlimited
Co-insurance	20%	60%	0%	60%

*\*Embedded Deductible Rules Apply*

### Bi-Weekly Employee Premiums

PPO				HDHP				Group Resources
Employee	Employee + Spouse	Employee + Child(ren)	Family	Employee	Employee + Spouse	Employee Children	Family	
\$44.04	\$259.29	\$207.21	\$341.68	\$29.74	\$198.09	\$181.73	\$294.33	

### Health Savings Account (HSA) Contributions

THA Group contributes a \$400 match into your HSA, in increments of \$100 at the end of each quarter. Must be active employee at time of payout.

### Basic and Voluntary Life Insurance Lincoln *Eligibility: 90 days*

Basic and Voluntary Life Insurance	Benefit	
Company Paid Employee Basic Life	1.5 X salary to a maximum of \$150,000	
Employee Voluntary Life Insurance	Increments of \$10,000 not to exceed 5 times salary	Lincoln

### Vision Plan EyeMed *Eligibility: 90 days*

Vision Plan Coverage		Vision Plan Bi-Weekly Premium		eyemed
Eye Exam	\$10 copay	Employee	\$2.77	
Contact Lenses - Conv	Up to \$130 Allowance	Employee + Spouse	\$5.27	
Contact Lenses - Disp	Up to \$130 Allowance	Employee + Child(ren)	\$5.55	
Eyeglass Frames	Up to \$130 Allowance	Employee + Family	\$8.16	
Eyeglass Lenses	\$25 copay			

Ability to use frame and contact lens allowance in same year. Eye360 features \$0 eye exam and additional dollars for frames at PLUS Providers

### Dental Plan 1 Principal *Eligibility: 90 days*

Preventative Services (In-Network)	You Pay 0%	Dental Basic Plan Bi-Weekly Premium		Principal
Basic Services (In-Network)	You Pay 20% after deductible	Employee	\$16.52	
Major Services (In-Network)	You Pay 50% after deductible	Employee + Spouse	\$32.82	
Annual Program Maximum	\$1,500 (\$1,000 Lifetime Ortho)	Employee + Child(ren)	\$36.33	
		Employee + Family	\$56.29	

*This is not a binding contract and is not intended as a complete description of the insurance coverage offered. Please refer to the certificate of coverage for full details. Should there be a difference between the summary and the contract the contract will govern.*

# 2022 Benefits at a Glance | Leadership (Cont'd)

## Dental Plan 2

Principal

Eligibility: 90 days

Preventative Services (In-Network)	You Pay 0%	Buy-Up Plan With Orthodontia	
Basic Services (In-Network)	You Pay 20%	Employee	\$17.89
Major Services (In-Network)	You Pay 50%	Employee + Spouse	\$35.51
Annual Program Maximum	\$2,000 (\$1,000 Lifetime Ortho)	Employee + Child(ren)	\$41.04
		Employee + Family	\$62.94



## Retirement 401K

Fidelity Investments

Eligibility: 6 months / 1000 hours

THA Group's 401K plan enables you to save for retirement and enjoy a tax break at the same time. Your contribution may be on a pre-tax basis through payroll deduction. THA Group has a discretionary match of up to 3% determined annually. We also accept rollover contributions from previous employer plans.



## Disability

	Benefit Begins	Benefit Duration	You will receive	Up to a Max of
Voluntary Short-term disability	8th day of injury or sickness	13 weeks	60% of weekly earnings	\$1000 weekly
Company Paid Long-Term disability	90 days of injury or sickness	Until Social Security Normal Retirement Age for Any Occupation 2 Years for Own Occupation	60% of monthly earnings	\$6,000 monthly

## Paid Time Off Immediate Accrual | Eligibility For Use: 90 days

At THA Group we offer paid and unpaid time off to meet the diverse needs of our employees.

### PTO Accrual for Employees with an Average Work Week of at Least 24 Hours (.6)

Completed Years of Service	Additional Days	Full-Time	.8 FTE	.6 FTE
Less than 2 years		17 days	13.6 days	10.2 days
2 years	+1	18 days	14.4 days	10.8 days
3 years	+1	19 days	15.2 days	11.4 days
4 years	+3	22 days	17.6 days	13.2 days
5 years	+1	23 days	18.4 days	13.8 days
6 years	+1	24 days	19.2 days	14.4 days
7 years	+1	25 days	20 days	15 days
8 years	+1	26 days	20.8 days	15.6 days
9 years	+1	27 days	21.6 days	16.2 days

## Company Paid Holidays (Eligible at Hire)

New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Christmas Day

## Additional Benefits

Bereavement Leave and Jury Duty Pay  
AFLAC Supplemental Insurance

Verizon Discount (22%)  
Employee Assistance Program (EAP)

Purple Perks  
Continuing Education Unit (CEU) Reimbursement

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