

2022 BENEFIT RATE INFORMATION

Rates are effective **January 1, 2022 – December 31, 2022**

All benefit costs are semi-monthly (based on 24 deductions/year)

Benefits are offered to full-time team members only (30+ hours/week) with the exception of Retirement, PTO & EAP

Health Insurance – UMR				
Qualified High Deductible Health Plan (QHDHP)				
Coverage Level	Monthly Premium	Employer Share/month	Employee Share/month	Employee Share/Pay Period
Employee Only	\$663.23	\$571.23	\$92.00	\$46.00
Employee + Spouse	\$1,266.78	\$982.78	\$284.00	\$142.00
Employee + Child(ren)	\$1,107.60	\$851.60	\$256.00	\$128.00
Family	\$1,711.13	\$1,301.13	\$410.00	\$205.00

Health Savings Account (HSA) – WEX Health	
Dollar-for-Dollar Employer Match Limits	
<i>*Elected in conjunction with Nye's QHDHP Health Insurance</i>	
Coverage Level*	Annual Match Limit
Employee Only	\$750
Employee + Spouse	\$1,000
Employee + Child(ren)	\$1,000
Family	\$1,500

Flexible Spending Account – WEX Health
(FSA – Section 125)
With an FSA plan, employees may elect to have a specified dollar amount subtracted from their check on a pre-tax basis to use for unreimbursed medical** and/or dependent care expenses

**Per IRS regulations, if you choose a QHDHP, you are NOT eligible to enroll in the FSA Section 125 Medical portion

Dental Insurance – SunLife	
100% Employee Paid	
Coverage Level	Cost Per Pay Period
Employee	\$13.36
Employee + 1	\$27.07
Employee + 2 or more	\$43.65

Vision Insurance – EyeMed	
100% Employee Paid	
Coverage Level	Cost Per Pay Period
Employee	\$2.33
Employee + Spouse	\$4.41
Employee + Child(ren)	\$4.63
Family	\$6.81

Accident Supplemental Plan – Allstate	
100% Employee Paid	
Coverage Level	Cost Per Pay Period
Employee	\$6.69
Employee + Spouse	\$11.56
Employee + Child(ren)	\$17.33
Family	\$22.52

Critical Illness Supplemental Plan – Allstate
100% Employee Paid
Premiums are based upon age band & tobacco status (see Allstate brochure for further details)
Wellness benefit included for both Accident & Critical Illness plans

Nye Retirement Plan – ADP Retirement
401(k) pre-tax option and Roth after-tax option
Employer match after one year of service which is 100% vested after three years of service
Match is 50% of up to 6% of wages
Available to all employees age 21+ regardless of classification (FT/PT/PRN)

Basic Life/AD&D Insurance – Mutual of Omaha

100% Employer Paid

Management & professional nurses receive 1x annual earnings in benefit
All other team members receive \$10K in benefit

Voluntary Life/AD&D Insurance – Mutual of Omaha

100% Employee Paid

Premiums are based upon age bands (see rate table in Mutual of Omaha brochure)
Available for employee, spouse, and children
If employee enrolls in coverage during their new hire benefit period, no EOI/underwriting is required up to guarantee issue

Short-Term Disability – Mutual of Omaha

100% Employee Paid

Semi-monthly premium calculation: weekly earnings x 40% or 60% x 0.034
Available in 40% or 60% benefit for up to 11 weeks

Long-Term Disability – Mutual of Omaha

100% Employee Paid

Premiums are based upon age bands and wage (see calculation table in Mutual of Omaha brochure)
If employee enrolls in LTD during their new hire benefit period, no EOI/underwriting is required

Six (6) paid Holidays per year – Refer to the Holiday schedule outlined in the Engagement & Wellbeing Guide

Education Program – See the [Nye benefits website](#) for further details

Paid Time Off (PTO) – Accrual starts immediately on date of hire and available for use at 90 days of employment. Accrual percentage is based on years of service & classification (does NOT apply to PRN employees). Refer to the PTO schedule from the Home Office.

Employee Assistance Program (EAP) – Provided by LifeWorks. Available to all employees regardless of classification (FT/PT/PRN). Employees and family members of the same household may utilize various services at no cost/discounted rate. Participation is completely confidential.

For further details on offered benefits, please refer to Nye’s benefit website
www.nyebenefits.com

*For specific questions about benefits, contact
Home Office HR Benefits Specialist
(402) 753-6161*

Benefits are effective the first of the month following or concurrent with 30 days of employment
Enrollment must be completed within 30 days of hire date