

COMMONBOND COMMUNITIES BENEFITS PLAN SUMMARY

Plan Year: March 1, 2024 through December 31, 2024

This is a summary only. For further details, contact Human Resources at 651.291.1750.

BENEFITS ELIGIBILITY:

Regular full-time employees working 30 or more hours per week are eligible for PTO and holiday pay upon hire; for medical, dental, life and disability coverage starting the first of the month following your hire date; and for retirement benefits starting after three months of service.

Regular part-time employees working 20 or more hours per week are eligible for pro-rated PTO and pro-rated holiday pay upon hire and for retirement benefits after three months of service.

PTO (Paid Time Off)

PTO can be used for vacation, holidays, illness, and personal days – however the time best fits your needs. Accrual begins the first day of regular employment. Year-end carryover is limited to one full year’s accrual at the employee’s accrual rate in effect at the time. Employees working fewer than 40 hours per week earn a pro-rated amount of PTO. Accrual rates are as follows:

Length of Service	Accrual per Pay Period	Annual PTO Days/Hours
Month 0 – Month 47	5.85 hours	19 days/152 hours
Month 48 – Month 119	6.46 hours	21 days/168 hours
Month 120 –Month 239	8.00 hours	26 days/208 hours
Month 240+	9.54 hours	31 days/248 hours

PTO addendum for Employees hired on or after January 1, 2023 New staff hired on or after January 1, 2023, accrue PTO at the same level for length of service as existing staff hired prior to 1-1-23. (see chart above) However, new staff will carry over into the 2024 New Year ½ of the full year maximum accrual balance.

HOLIDAYS

The following is a list of holidays recognized by CommonBond Communities:

New Year’s Day Observed	Juneteenth	Thanksgiving Day	Christmas Day Observed
Martin Luther King Jr. Day	Independence Day	Day After Thanksgiving	3 Floating Holidays
Memorial Day	Labor Day	Christmas Eve Day Observed	

BASIC LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT – The Standard Coverage

is 1 x salary, with a minimum benefit of \$50,000. The premium is paid by CommonBond.

VOLUNTARY LIFE and AD&D INSURANCE – The Hartford

Employees may purchase additional life insurance and/or AD&D coverage at group rates. Employees may purchase up to 5x salary or \$130,000, whichever is less, without evidence of insurability at hire. Employees may request coverage in excess of the guarantee issue, but that coverage is subject to evidence of insurability. Coverage is also available for the spouse and children of the employee.

SHORT TERM DISABILITY – The Hartford

Coverage is 60% weekly gross compensation up to \$1,000/week, payable after 14 days of continuous disability, which must be documented by a health care provider. The premium is paid by CommonBond. Claims decisions are made by The Hartford.

LONG TERM DISABILITY – The Hartford

Coverage is 60% of pre-disability wages, up to \$5,000/month, payable after 90 days of continuous disability, which must be documented by a health care provider. The premium is paid by CommonBond. Claims decisions are made by The Hartford.

401(k) RETIREMENT SAVINGS PLAN – The Standard

Regular full-time and regular part-time employees are eligible for coverage the first of the month following hire. Oncall, temporary, and other part time employees are eligible after 1000 hours of service in a plan year. Plan allows for pre-tax salary deferrals up to the maximum allowable under law. Unless you specifically elect a different percentage, pre-tax contributions of 6% of your eligible pay will be automatically contributed to your plan account each pay period through payroll deduction. CommonBond matches 100% of the first 1% and 50% of the next 5% of wages an employee contributes. Match is deposited bi-weekly and is vested after two years.

DENTAL –Delta Dental of Minnesota

Preventive and basic services are covered at 100% and major services are covered at 60% up to a \$2,000 plan year maximum at participating in-network dental clinics. Juvenile Orthodontics care is covered with a \$1,000 lifetime max for dependents from ages 8 to 18. Following are biweekly premium rates for the dental plan:

COVERAGE	EMPLOYEE PAYS
Employee	\$12.00
Employee + One	\$24.00
Family	\$35.00

HEALTH INSURANCE - Medica

CommonBond Communities offers two medical plans and each will have the same 3 networks. One medical plan is a high deductible health plan (HDHP) in conjunction with a Health Savings Account (HSA). Prescription drugs and health care services, except preventive care as described below, are subject to the deductible, which must be satisfied before claims are paid. Deductibles are \$4,000 per member and \$8,000 per family. The other medical plan is a Co-Pay Plan with \$25 co-pay visits. Deductibles are \$2,000 per member and \$6,000 per family. **The deductible does not apply to *in-network* preventive care (routine physicals, eye exams, immunizations, well child care & age appropriate cancer screenings), which are covered at 100%.**

The biggest difference among the 3 networks is the health care provider network. Passport/Choice, as an open access plan, provides the greatest choice. Check Welcometomedica.com/Commonbond for providers in each network. Following are biweekly premium rates for the three plans:

\$4000/8000 High Deductible Health Plan:

Coverage Status	Passport Plan	Vantage Plan	Park Nicollet Plan
Employee	\$82.23	\$65.78	\$65.78
CommonBond Contrib.	\$208.10	\$181.00	\$181.00
Employee + 1	\$224.97	\$179.97	\$179.97
CommonBond Contrib.	\$398.53	\$350.00	\$35.00
Family	\$373.80	\$299.04	\$299.04
CommonBond Contrib.	\$553.15	\$488.87	\$488.87

\$2000/6000 Deductible \$25 Copay Plan:

Coverage Status	Passport Plan	Vantage Plan	Park Nicollet Plan
Employee	\$105.21	\$89.47	\$89.47
CommonBond Contrib.	\$247.52	\$210.36	\$210.36
Employee + 1	\$272.87	\$218.30	\$218.30
CommonBond Contrib.	\$484.63	\$425.58	\$425.58
Family	\$427.60	\$342.08	\$342.08
CommonBond Contrib.	\$698.58	\$615.17	\$615.17

****For employees working in Iowa and Wisconsin: The Passport network is the only one that currently offers services in your areas. This plan is offered to you at a discount, using the employee premium rates listed under the Vantage network.***

TELEHEALTH – Amwell and Virtuwel

Amwell is a 24/7 online clinic available in every state. For PPO plan participants, the copay is only \$0 to utilize convenience care!

Services: Treatment of common medical conditions. Behavioral health care services including therapy and psychiatry. Cost per visit varies by type of service. Eligible services are covered under your plan as a behavioral health office visit. Amwell also offers other online services, but is not an in-network provider for those services. You can use those services, but you will pay the full cost.

Virtuwel is a 24/7 online clinic available in select states. For PPO plan participants, the copay is only \$0 to utilize convenience care!

Services: Treatment for common medical conditions include: sinus, cough, and allergy, women's health, eye and ear, kid's health, skin and rashes, sexual health/STI, flu

VISION – EyeMed

To ensure that you and your family have access to quality vision care, we offer a voluntary vision plan through EyeMed. Our plan uses the Insight Network. This plan provides a benefit for materials only (frames, contacts, etc.). An annual preventive vision exam is available through the medical benefit provided by Medica. This plan covers a \$130 allowance for frames and 20% off balance over \$130, and \$25 copay for standard plastic lenses (single, bifocal, trifocal, lenticular). Please see a benefit summary for complete details on benefits.

COVERAGE	EMPLOYEE PAYS
Employee	\$2.71
Employee + One	\$5.15
Employee + Family	\$7.56

PET INSURANCE – PetPartners

Just like any other family member, pets need medical care, too. CommonBond offers pet insurance to help you get your pet the best possible care. Plan features include:

- \$250 annual deductible
- Choose 50% or 70% reimbursement level
- \$7,500 maximum annual benefit
- Receive care from any licensed vet
- Prescription medications are covered
- Coverage available for dogs and cats

CRITICAL ILLNESS – The Hartford

Critical Illness insurance can provide a lump-sum benefit upon diagnosis that can be used however you choose. Amount available it \$10,000 for employee, \$10,000 for Spouse and \$5,000 for children. Rates are based on age of employee and/or spouse.

* If you decline coverage when you are first eligible, health questions will be required if you want to enroll at any other time. Coverage can then be approved *or* denied.

ACCIDENT – The Hartford

With Accident insurance you’ll receive a lump sum payment for a covered injury and related services. You can use the payment in any way you choose – from expenses not covered by your medical plan to day-to-day costs of living such as the mortgage, rent or utility bills.

Coverage Tier	Semi-monthly Premium
Employee Only	\$3.09
Employee + Spouse	\$5.32
Employee + Child(ren)	\$5.32
Family	\$8.31

HEALTH SAVINGS ACCOUNT – Optum

A Health Savings Account (HSA) provides an opportunity to set aside money on a pre-tax basis to pay for out of pocket medical expenses. Contributions may be made through regular pre-tax payroll deductions, lump sum pre-tax deductions, or after-tax contributions. CommonBond Communities matches employee contributions to the Health Savings Account, on a dollar for dollar basis up to a maximum of \$1,000 for Single, \$1,250 for Single +1, and \$1,500 for Family each calendar year. The IRS places limits on amounts that can be contributed annually to your account, including employer and employee contributions. The 2024 calendar year contribution limits are \$4,150 for those with Employee only medical coverage, and \$8,300 for employees with Employee + One or Family coverage. The contribution maximum may be increased by \$1,000 in any tier, if the employee is age 55+ by December 31, 2024.

FLEXIBLE SPENDING ACCOUNTS – Alerus

Employees may establish flexible spending accounts with pre-tax dollars and use those accounts to cover certain health care and/or dependent care expenses. We use the services of a third-party administrator called Alerus Retirement and Benefits. Employees may receive reimbursements by check or direct deposit.

PAY PERIODS and DIRECT DEPOSIT

CommonBond employees are paid every other Friday, generally 26 paychecks per year. Employees have the option to directly deposit their net earnings into the checking and/or savings accounts of their choice.