



Employee Benefits At-A-Glance 2017-2018

Except where indicated, the following benefits take effect the first of the month following 30 calendar days of full-time employment.

MEDICAL:

Blue Cross Blue Shield Aware (MN) BlueCard PPO National Network

Employees are eligible to participate in our high deductible health plan with the following annual out-of-pocket maximums:

- Single \$1,500
- Employee + \$3,000
- Family \$4,000

The employee monthly pre-tax premiums, via payroll deduction, are:

- EE only \$105
- EE + Child(ren) \$198
- EE + Spouse \$210
- Family \$300

There is a Health Reimbursement Account (HRA) component to the above medical plan. More details can be found in the Benefits Summary document.

Health Savings Account Contribution:

The Company also provides an annual Health Savings Account (HSA) contribution, deposited in monthly installments, at the following levels for employees enrolled in Harris' High Deductible Medical Plan:

- EE only \$800
- EE + Spouse & Employee + child(ren) \$1,600
- Family \$2,000

Employees are encouraged to make their own pre-tax contributions up to the annual IRS maximum contribution amounts.

DENTAL:

Delta Dental insurance

The employee monthly pre-taxed contributions through payroll deduction are:

- EE only \$27.23
- EE + 1 \$65.71
- Family \$99.93

VISION:

EyeMed Vision Insurance:

Vision insurance covers frames (every 24 mos), lenses/contact lenses (every 12 mos). Eye exams are not

included (covered by medical plan). The employee monthly pre-taxed contributions through payroll deduction are:

- EE only \$4.32
- EE + Child(ren) \$8.63
- Employee + Spouse \$8.20
- Family \$12.69

LIFE/AD&D (Accidental Death & Dismemberment):

Lincoln Financial Group

Company Paid Life Insurance:

The Company pays 100 percent of the premium for life insurance for employees up to a benefit amount maximum of \$50,000, dependent on employee's annual earnings.

The Company also pays the premium for \$10,000 of coverage for spouses and \$5,000 of coverage for dependent children.

Voluntary Life/AD&D insurance:

Employees may purchase additional life/AD&D insurance for themselves, spouses and/or children, paying the premiums through payroll deduction.

FLEXIBLE SPENDING ACCOUNTS (FSAs):

OPTUM FINANCIAL SERVICES:

Health FSA:

Employees may elect to contribute pre-tax dollars, via payroll deduction, to assist in paying for dental/vision expenses if participating in the high deductible health plan OR to assist in paying for medical expenses if not enrolled in a high deductible health plan. Employees receive a debit card for ease of use.

Dependent Care FSA:

Employees may elect to contribute pre-tax dollars, via payroll deduction, to assist in paying for dependent care services such as preschool, summer day camp, before or after school programs and child or elder care.

RETIREMENT:

401(k) Plan

Employees aged 18 or older are eligible to participate in the 401(k) plan. The Company does an automatic enrollment at 4 percent. The Company matches 50 percent of the employee contribution up to 2 percent (whether pre-tax or post-tax Roth contributions).

401(k) Profit Sharing Plan

Employees aged 18 or older are eligible for profit sharing contributions after one year of employment and 1,000 hours or more worked.

TIME OFF:

Vacation Time:

As of start date, employees receive 10 days' vacation for each full calendar year. Additional vacation is accrued at a rate of one day per year, to a maximum of four weeks, then five weeks after 20 years.

Sick Time:

As of start date, employees receive 80 hours of sick time for each full calendar year. This amount is prorated if hired after June 30th of the year.

Company Paid Short-Term Disability (STD):

Eligible employees receive 60 percent of base salary to a maximum of \$5,000 per month up to 165 days. STD is available after an absence of 10 days (consecutive or non-consecutive).

Company Paid Long-Term Disability (LTD):

Eligible employees receive 60 percent of their previous year's W-2 salary to a maximum of \$10,000 per month. Benefits are available after 180 days of short-term disability when approved by the carrier. Premiums paid by the company are taxable to the employee while the benefit (dollars received) is tax free.

Holidays

Regular full-time and part-time employees are eligible for holiday pay as soon as they start work. We grant holiday time off to eligible employees on the seven holidays listed below:

- New Year's Day (January 1)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving (fourth Thursday in November)
- Christmas Day (December 25)
- Floating Holiday (scheduled by the employee and approved by the supervisor)

*Note: Specific locations may have changes/additions to the above list.

Other time off offered:

Jury Duty
Bereavement/Funeral Leave

PROFESSIONAL DEVELOPMENT:

Education Reimbursement:

Full-time employees with a minimum of one year of service are eligible to receive education reimbursement of up to \$3,000 per year. Repayment agreements apply if the employee leaves Harris within one year of the education reimbursement.

Certifications, Training & Development:

Employees are encouraged to continuously improve their skill sets. Employees work with their supervisors to identify needed training, certification(s) or development to learn new skills or maintain current certifications.

SERVICE AWARDS:

Service awards are for any Harris employee, union or non-union who have been with the company for at least 5 years. Employees reaching these milestones are offered a catalog from which to choose an item to commemorate their years of service. The different categories: 5, 10, 15, 20, 25 years and Senior.

HEALTH CLUB REIMBURSEMENTS

Earn up to a \$20 credit each month toward your fitness center dues. A covered dependent (age 18 over) can also receive up to a \$20 credit. Must attend a minimum of 12x per month. This reimbursement is in addition to the Medical Carrier providing their \$20 monthly reimbursement.

****This is only a summary. For more details about Harris Companies benefits, refer to the Benefit Handbook.***

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