

Life@Blue

It's so much more than a paycheck



STAYING HEALTHY, ACTIVE AND ENGAGED

- Two medical plans with low premiums
- Two dental plans
- Vision, life insurance and AD&D, and more!
- Virtual care coverage
- Many wellbeing programs, including employee assistance program, stress management, mental health, diabetes and others
- Wellness incentive, on-site gym, and healthy meal options
- 13 Associate Resource Groups



INCREASING WORK-LIFE BALANCE

- Flexible work environment
- PTO* accrual begins at two weeks for hourly associates and three weeks for exempt and increases with years of service
- Up to 48 hours of accrued Sick and Safe Time* each year
- Two Personal Days* (granted on or around 01/01 and 07/01)
- 10 designated paid holidays*
- 20 hours of paid volunteer time to support our community*
 - * May be prorated based upon date of hire



CARING FOR OTHERS

- Six weeks of paid parental leave at 100%
- Flexible return helps parents transition back to work
- Minnesota Paid Family and Medical Leave (for eligible associates)
- \$10,000 adoption, surrogacy and foster care assistance
- Up to five years military leave with pay supplement



PLANNING FOR RETIREMENT

- Total company retirement contribution of up to 8% annually
- 401(k) plan with up to 4% company match, including a Roth contribution option plus a company true-up feature that ensures a full 401(k) employer match when employees maximize their retirement contribution
- Cash Balance Pension Plan that earns a 4% pension benefit based on your annual pay each year and vests after 3 years of service



HEALING WITH CARE

- Bereavement leave
- Up to 26 weeks of short-term disability to take care of yourself*
- Additional long-term disability if you can't return to work yet*

*Available after 90 days of employment



GAINING CAREER GROWTH

- Up to \$5,250 in tax-free tuition reimbursement
- Public Service Loan Forgiveness (for eligible associates)
- Conferences, trainings, and more

The benefits listed in this document are offered to associates who meet all eligibility requirements as outlined in the corresponding Plan descriptions. The information contained in this summary does not replace or supersede any of the terms of the written benefit programs and does not create a contract with an associate. The Company expressly reserves the right to amend, modify or terminate any benefit program at any time. If discrepancies exist between this summary and Plan description, benefits will be determined based on the Plan description.