

HUI MANUFACTURING

Benefits Summary for 2021-2022 Benefit Plan Year

HUI Manufacturing is proud to offer a comprehensive benefits package that new hires are **eligible for the 1st of the month following 30 days of employment**. Please see below for general information about our offerings. More details are provided post-hire.

MEDICAL INSURANCE

Provider: Anthem BlueCross Blue Shield

Network: Blue Preferred WI

Coverage Level	In-Network Deductible	Out of Pocket Max	Weekly Premium
Single	\$4,000	\$5,500	\$15.00
Family	\$8,000	\$11,000	\$45.00

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

An HRA is an employer funded health care reimbursement account available to help cover the cost of medical expenses incurred under the healthcare plan. It is meant to help offset annual out-of-pocket expenses attributable to the deductible.

Coverage Level	In-Network Deductible	Member Pays	HRA Pays
Single	\$4,000	\$0 - \$2,800	\$2,801 - \$4,000
Family	\$8,000	\$0 - \$5,600	\$5,601 - \$8,000

DENTAL INSURANCE

Provider: Delta Dental of WI

Network: Dental PPO

Coverage Level	In-Network Deductible	Weekly Premium
Single	\$50	\$4.25
Family	\$150	\$10.57

VISION INSURANCE

Provider: Delta Vision of WI

Network: Delta Full Vision

Coverage Level	In-Network Deductible	Weekly Premium
Single	\$0	\$1.94
EE + Spouse	\$0	\$3.88
EE + Child(ren)	\$0	\$3.96
Family	\$0	\$5.90



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VOLUNTARY LIFE INSURANCE

Employees have the opportunity to purchase additional life insurance coverage for themselves, their spouse, and any dependent children. Cost of coverage is dependent on age.

Member	Minimum Coverage	Guarantee Issue	Maximum Coverage
Employee	\$20,000	Up to \$100,000	5x annual salary up to \$400,000
Spouse	\$5,000	Up to \$25,000	100% of EE benefit up to \$250,000
Child(ren)	\$1,000	100% of EE benefit	100% of EE benefit up to \$10,000

401(K)

- Both pre-tax and Roth deferral options
- \$0.25 for every \$1.00 that an employee contributes is matched up to 3%
- A variable match may also be provided at the end of the year based on profits

ADDITIONAL BENEFITS

HUI provides the following benefits to all full-time employees the 1st of the month following 30 days of employee FREE of charge:

- **Short Term Disability (STD)** – 60% of weekly earnings to a maximum of \$500 weekly is paid during times of temporary disability due to non-occupational accident or illness
- **Long Term Disability (LTD)** – 60% of monthly earnings to a maximum of \$2,500 monthly is paid during times of temporary disability due to non-occupational accident or illness after 180 days on STD
- **Basic Life Insurance** - \$10,000 in coverage is provided to the employee
- **Will Preparation Services** – Services include last will & testament, power of attorney, healthcare directive, and living trusts

The following benefits are provided to all employees IMMEDIATELY upon hire FREE of charge:

- **Employee Assistance Program (EAP)** – Free, short-term counseling available to employees and their household
- **Fitness Center** - Unlimited use of our onsite fitness center for employees and their family members
- **Safety Boot Reimbursement** – HUI will cover \$75 of the cost of new steel toed boots annually
- **Safety Glasses Reimbursement** – HUI will cover \$175 of the cost of new prescription safety glasses annually
- **Welding Helmet Reimbursement** – HUI will cover \$150 of the cost of a new welding helmet every 3 years for employees in our Fabrication Department

