



SOUTHEASTERN STRONG

2022 BENEFITS SUMMARY

Full-time associates are eligible for great benefits as listed below.

- **Medical Insurance**
 - MyQHealth navigation services; BlueCross BlueShield *Preferred Blue* network
 - Two medical plan options from which to choose:
 - Co-Pay Plan – a traditional plan featuring co-pays
 - HSA Plan – a high deductible plan that is Health Savings Account eligible
- **Dental Insurance**
 - Delta Dental PPO and Premier networks
 - Annual maximum benefits of \$2,500; orthodontic benefits for eligible dependents
- **EyeMed Vision Insurance** (Insight network)
- **Flexible Spending Accounts**
 - Health Care FSA (may be paired with the Co-Pay Plan)
 - Dependent Daycare FSA
- **Retirement Savings Program**
 - Company matches 50% on up to 10% of eligible compensation
 - Auto enrollment at 6%, and 1% annual auto increase until 10% (unless opt out)
- **Life and AD&D Insurance**
 - *Employer-provided* Basic Life/AD&D and Basic Dependent Life
 - Supplemental Life available for associate, spouse, and child(ren)
 - Voluntary AD&D coverage available for associates
- **Disability Insurance**
 - *Employer-provided* Short-term Disability Benefits
 - *Employer-provided* Long-term Disability (insured by Lincoln Financial)
- **EmployeeConnect Employee Assistance Program** provided at no cost to associates
- **Voluntary Benefits**
 - VOYA Hospital Indemnity
 - VOYA Critical Illness
 - VOYA Accident
 - VOYA Whole Life
 - Lincoln Financial Supplemental Short-Term Disability (hourly associates only)
- **Paid Time off** (Vacation, Holidays, Personal Time)
- **Dave Ramsey's SmartDollar** (*employer-provided* financial wellness program)

Benefit elections must be made **within 30 days** of hire/eligibility date. The SEFL Benefits Enrollment Center is available to assist with enrollment. Most coverage begins the first day of the pay period following 30 days of full-time status. Life events such as birth, marriage, divorce, or gain/loss of other coverage must be requested and documented within 60 days of the qualifying event.