



**2020 BENEFIT SUMMARY Effective January 1st  
FOR ALL USHER TRANSPORT EMPLOYEES**

**All Insurance Benefits are effective the 1<sup>st</sup> day of the month following 30 days of employment**

<b>Cost to ALL Employees: Buy Up Plan</b>			
<b>Deductible (Calendar Year) \$2,000 Single / \$4,000 Family</b>			
<b>Out of Pocket Max \$7,000 Single / \$14,000 Family</b>			
Employee	\$30.38/week	Employee/child(ren)	\$79.37/week
Employee/Spouse	\$97.72/week	Employee/Family	\$106.47/week
<b>Core Plan</b>			
<b>Deductible (Calendar Year) \$5,000 Single / \$10,000 Family</b>			
<b>Out of Pocket Max \$7,000 Single / \$14,000 Family</b>			
Employee	\$28.39/week	Employee/child(ren)	\$74.18/week
Employee/Spouse	\$91.33/week	Employee/Family	\$99.50/week
<b>GROUP LIFE INSURANCE PROVIDER: SYMETRA</b>			
\$15,000 coverage at <b>no cost to employee</b>			

**DENTAL INSURANCE PROVIDER: Delta Dental**

**Cost to ALL EMPLOYEES:**

Employee	\$1.05 /week	Employee + 1	\$7.24 /week	Employee + Family	\$11.50 /week
----------	--------------	--------------	--------------	-------------------	---------------

**VISION INSURANCE PROVIDER: Anthem**

Employee	\$0.25/week	Employee + 1	\$1.05 /week	Employee + Family	\$2.22 /week
----------	-------------	--------------	--------------	-------------------	--------------

**PAID VACATIONS**

1 year employment	1 week vacation	5 years employment	3 weeks vacation
2 years employment	2 weeks vacation	10+ years employment	4 weeks vacation

For transport drivers vacation pay is calculated based on gross weekly average  
Calculated as explained in the employee handbook

**2 PERSONAL DAYS** *Eligible after one year employment (non-exempt employees only)*

*\*excludes salary paid employees (exempt employees)  
Calculated as explained in employee handbook*

**401K RETIREMENT PLAN**

Eligible after one year of employment. Open-enrollments are Jan 1 and July 1 each year as explained in the employee handbook

**DIRECT DEPOSIT**

Pay guaranteed by Friday of every week (only guaranteed if enrolled in direct deposit). Otherwise, mailed through U.S. Postal Service from Corporate office (Louisville) on Thursday each week.

**6 Paid Holidays per year**

**Flexible Health and Dependent Care Spending Accounts (eligible after one year of employment during open enrollment)**

**Cafeteria Plan (Section 125 Pre-tax Plan)**