

Benefits at a Glance

The following summary is an overview of the benefit programs that Nova Flex LED makes available for our eligible employees. Eligibility for most benefits is the first of the month following date of hire, except where otherwise noted. Summary Plan Descriptions (SPD's) provide an in-depth look at the eligibility requirements and plan provisions for certain programs. If there is any inconsistency between this summary and the SPD's; the Plan Document will govern.

Medical Plan: HealthPartners

Eligible the 1st of the month following date of hire.

Benefit Program	Employee Contribution / Month	Basic Plan Highlights
Plan 1 \$3,000 - 100% RX Plus Embedded HSA	Rates vary based upon age, please see rate sheet. Nova Flex LED contributes 75% of the employee's premium and 40% of the dependent premium on the \$7,000–100% HSA plan. Employees have the option to "buy-up" the premium difference to the \$3,000 plan.(See rate sheet)	In-Network Deductible \$3,000/\$6,000 Max Annual OOP \$3,000/\$6,000 Preventive you pay nothing Office Visits \$0 after deductible Urgent Care \$0 after deductible Select Preventive Drugs: no charge if generic & \$60 copay for brand
		Plan 2 \$7,000 - 100% Embedded HSA
HSA Further	HSA Plan Must be enrolled in one of the 2 medical plans offered. Nova Flex LED will contribute up to \$500 match, deposited quarterly into employee HSA account.	Employees have the ability to contribute money into their HSA accounts through pre-tax payroll deductions. The money in the HSA belongs to the employee and is theirs to keep. The funds roll over from year to year and can earn interest. Employee must be actively employed to receive the company match.

Dental Plan: HealthPartners

Eligible the 1st of the month following date of hire.

Benefit Program	Employee Contribution / Month	Basic Plan Highlights
	Employee \$21.14 Employee + 1 \$63.41 Family \$73.99	Deductible \$0 per person Preventive 100% Basic 80% after deductible Major 50% after deductible Max Benefit \$2,000

Voluntary Vision: EyeMed

Eligible the 1st of the month following date of hire.

Benefit Program	Employee Contribution / Month	Basic Plan Highlights
	Employee \$4.44 Employee + Spouse \$8.44 Employee + Child(ren) \$8.88 Family \$13.05	See Plan Details

*Open Enrollment runs from November 21 through December 3, 2021. You will not be able to enroll in benefits until the next open enrollment period (at the end of 2022), unless you have a qualifying event (example: marriage, birth, death).