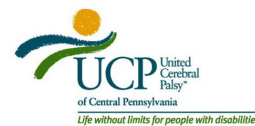


2022 Benefits Overview

Full-time (37.5 - 40 hours per week)



Benefits we pay for:

Basic Life & ADD Insurance Lincoln Financial	Benefits become effective on the 1st of month following 30 days of service. 1x eligible pay, with a maximum benefit of \$50,000.
Short-Term Disability (STD) Lincoln Financial	Benefits become effective on the 1st of month following 180 days of service. One-week waiting period before STD benefits are payable. 60% of your base weekly earnings up to \$1,250 a week. Maximum Duration – 25 weeks after elimination period.
Long-Term Disability (LTD) Lincoln Financial	Benefits become effective on the 1st of month following 180 days of service. 180 day elimination period. 60% of your base weekly earnings up to \$5,000 a month.
Paid Time Off	135 to 210 hours annually based on length of service.
Holidays	6 company-paid holidays and 3 floating holidays.
Employee Assistance Plan Lincoln Financial	Eligible upon Hire.
Wellness Program	Participation in the Commitment to Wellness Healthy Living Program available to reduce employee's medical premium.

Benefits where we share the cost with you:

Medical Plan Highmark Blue Shield	Eligible for benefits on the 1st of month following 30 days of service. In-network Deductible: \$6,900 Single/\$13,800 Family. Stacked HSA/HRA plan (see below). In-network Deductible after applying UCP provided HSA/HRA funds: \$1,000/\$2,000.												
	<table border="1"> <thead> <tr> <th>Employee Per Pay Cost (based on 26 pay periods per year)</th> <th>PPO Plan with HSA/HRA Non-Wellness</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$75.75</td> </tr> <tr> <td>Employee Plus Spouse/Domestic Partner</td> <td>\$373.15</td> </tr> <tr> <td>Employee Plus One Child</td> <td>\$222.16</td> </tr> <tr> <td>Employee Plus Children</td> <td>\$286.22</td> </tr> <tr> <td>Family</td> <td>\$472.28</td> </tr> </tbody> </table>	Employee Per Pay Cost (based on 26 pay periods per year)	PPO Plan with HSA/HRA Non-Wellness	Employee Only	\$75.75	Employee Plus Spouse/Domestic Partner	\$373.15	Employee Plus One Child	\$222.16	Employee Plus Children	\$286.22	Family	\$472.28
Employee Per Pay Cost (based on 26 pay periods per year)	PPO Plan with HSA/HRA Non-Wellness												
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Employee Plus Spouse/Domestic Partner	\$373.15												
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Employee Plus Children	\$286.22												
Family	\$472.28												
Health Savings Account (HSA) HealthEquity	HSA funding provided by UCP: \$1,500 Single/\$3,000 Family. Funds deposited to HSA on a monthly basis. Additional 2022 only HSA contribution from UCP: Single: \$315 Non-Single: \$630 Deposited in 3 increments in Jan/May/Sept												
Health Reimbursement Account (HRA) HealthEquity	HRA funding provided by UCP: \$4,400 Single/\$8,800 Family. Employee must submit to HealthEquity for reimbursement.												
403(b) Retirement Plan TIAA	Eligible upon Hire. Employees who complete one consecutive year of employment are eligible for an employer match; this is equivalent to 50% of the employee's contribution up to a maximum of 2% of the employee's gross wages. (ie. employee contributes 4%; UCP would contribute 2%) Employer contributions are immediately vested.												

Benefits available at an additional cost to you:

(Premiums are paid at 100 percent by the employee through payroll deductions)

Flexible Spending Accounts HealthEquity

Eligible for benefits on the 1st of month following 30 days of service.

General Purpose Health Care FSA

Only available if you are NOT enrolled in the HSA under the Medical Plan.
Contribute up to \$2,850 pretax for health care expenses for yourself and your family.

Limited Purpose Health Care FSA

Available if you are enrolled in the HSA Plan.
Contribute up to \$2,850 pretax for dental and vision expenses for yourself and your family.

Dependent Care FSA

Contribute up to \$5,000 (\$2,500 if married and filing separately) pretax for dependent care expenses.

The General Purpose and Limited Purpose Health Care FSA also allows a \$570 Carry-over for active employees. If any money remains in the your Health Care FSA for a plan year after you have submitted all your claims that you incurred during the plan year, your balance will be carried over and will be available for reimbursements throughout the following plan year to the extent that your account balance does not exceed \$570. Any unused amount in excess of \$570 will be forfeited as required by law.

The Dependent Care Flexible Spending Account extends to you a grace period to March 15 in which to incur expenses. Any expenses you incur between Jan 1 and March 15 will be used by Flex Facts to use up the remaining balance that would otherwise be forfeited. Any balance remaining after March 15 is still required to be forfeited.

Dental Plan Delta Dental

Eligible for benefits on the 1st of month following 30 days of service.

Two plan options available:

Employee Per Pay Cost (based on 26 pay periods per year)	Basic	Enhanced
Employee Only	\$6.79	\$10.21
Employee Plus Spouse/Domestic Partner	\$13.42	\$20.13
Employee Plus One Child	\$12.71	\$21.12
Employee Plus Children	\$12.71	\$21.12
Family	\$21.07	\$33.54

Vision Plan Davis Vision

Eligible for benefits on the 1st of month following 30 days of service.

In- and out-of-network coverage for frames, lenses and contact lenses.

Employee Per Pay Cost (based on 26 pay periods per year)	
Employee Only	\$2.53
Two-Party	\$5.07
Family	\$7.61

Voluntary Benefits Colonial Life

Eligible for benefits on the 1st of month following 30 days of service.

Plans offered:

- Hospital Confinement Indemnity Insurance
- Universal Life Insurance
- Short Term Disability Policy
- Term Life Insurance
- Accident Policy
- Cancer Care Insurance
- Critical Illness

2022 Benefits Overview

Benefit	PT <-20 Hours per week	PT 20+ (20-29 hours per week)	PT 30+ (30-37 hours per week)	Full Time (37.5+ hours per week)
403(b)	✓	✓	✓	✓
Employee Assistance Program (EAP)	✓	✓	✓	✓
Voluntary Benefits		✓	✓	✓
Flexible Spending Account (FSA)		✓	✓	✓
Paid Time Off (PTO)		✓	✓	✓
Paid Holidays		✓	✓	✓
Wellness Program		✓	✓	✓
Dental Insurance		✓	✓	✓
Vision Insurance		✓	✓	✓
Life Insurance			✓	✓
Short-Term Disability			✓	✓
Long-Term Disability			✓	✓
Medical Insurance			✓	✓
Health Savings Account (HSA)			✓	✓
Health Reimbursement Account (HRA)			✓	✓