

BENEFITS AT A GLANCE 2021

HOLIDAYS

14

Paid Holidays
Coming Soon!

VACATION & SICK TIME

Vacation totals dependent on plan rules.

90 days of annual sick time
LTD after 90 days of sick time
60% of earnings

RETIREMENT PLAN

Eligible 1st full time employment day of hire.

Plan default employee contribution is 3% unless modified by first pay period. Additional provisions, exclusions, and limitations may apply.

Additional employee contribution is encouraged up to the federal maximum.

MEDICAL, DENTAL & VISION

4 Medical Plans

As low as \$77/pay period
\$5,000 life insurance policy including with each plan
HSA eligibility with ABC plans

1 Dental Plan

As low as \$12.55/pay period

1 Vision Plan

As low as \$4.32/pay period

MISC.

AFLAC supplemental insurance

Athletic Game Entrance free or discounted

Finnomenal Acts! employee recognition program

Flexible schedule (supervisor approval required)

Free Tuition

FT employee, spouse & dependents eligible after 6 mo. of service
PT employee, spouse & dependents eligible after 1 year of service
Free tuition at FinnU & 400+ other schools (CIC-TEP)
Up to 8 semesters at CIC-TEP
Bachelors and/or Master's degree

Gym membership at Paavo Nurmi Center

Northstar EAP confidential counseling services

Public Student Loan Forgiveness

Snow Days

LIFE INSURANCE

Basic Term life insurance is employer paid (\$15,000).

AD&D insurance is employer paid (\$15,000).

LTD insurance is employer paid up to 60% of your annual earnings.
Maximum monthly benefit of \$6,500.

Voluntary Life insurance is employee paid (\$10,000 increments — employee, \$5,000 increments — spouse). Child life insurance is also available.

Our employees are our most valuable asset. That's why at Finlandia University we are committed to a comprehensive benefit program that helps our employees stay healthy, feel secure & maintain a positive work-life balance.

Below is a snapshot that provides you with the **employee cost per pay period** for each benefit we offer.



MESSA HEALTH INSURANCE W/ \$5,000 LIFE INSURANCE POLICY				
COVERAGE	ABC 1	ABC 2	CHOICES	ESSENTIALS
EMPLOYEE	\$98	\$83	\$110	\$77
2 PERSON	\$220	\$188	\$247	\$173
FAMILY	\$273	\$234	\$357	\$215

VSP EYE INSURANCE	
COVERAGE	PREMIUM
EMPLOYEE	\$4.32
EMPLOYEE + SPOUSE	\$7.27
EMPLOYEE + CHILDREN	\$7.42
FAMILY	\$11.96

DELTA DENTAL INSURANCE	
COVERAGE	PREMIUM
EMPLOYEE	\$12.55
2 PERSON	\$24.44
FAMILY	\$49.88



MUTUAL OF OMAHA LIFE INSURANCE		
PLAN	COVERAGE	INFORMATION
LIFE INSURANCE	\$15,000	Employer Paid
AD&D	\$15,000	Employer Paid
LONG-TERM DISABILITY - LTD	60% of earnings Benefits begin on 90 th day – to age 65 SSNRA Max monthly benefit of \$6,500	Employer Paid
VOLUNTARY LIFE INSURANCE	\$10,000 increments (employee) \$5,000 increments (spouse)	Employee Paid

The information in this benefits at a glance is presented for illustrative purposes only. The information contained in this summary was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between the benefits at a glance and the actual plan documents, the actual plan documents will prevail. All information is confidential, pursuant to the Health Insurance Portability & Accountability Act of 1996. If you have questions about this summary, please contact Human Resources.