



Norton Lilly International

Summary of Benefits

Norton Lilly International (NLI) strives to offer a competitive benefits package to our employees. Listed below are the benefits currently available to regular full-time employees.

Health Insurance – Available with **United Health Care**, the largest health insurance provider in the country. NLI offers two options. **Option 1** - PPO plan with a voluntary FSA option. Plan features comprehensive medical coverage and prescription coverage for individual or family coverage. \$500 deductible for individual and \$1000 for family.

Option 2 – High Deductible Health Plan with a Health Savings Account (HSA). Plan features comprehensive medical coverage and prescription coverage for individual or family coverage once deductible is met. \$2000 deductible for individual and \$4000 for family. NLI will contribute to the HSA. See Plan Summary for more info.

Dental Insurance – Available with **Blue Cross Blue Shield of Alabama**. NLI offers a plan that provides an annual exam, preventative, and other care with an affordable once per year co-pay for you and your family members, should you opt for family coverage. There is a \$50 per person co-pay (not to exceed \$150 for family) and a benefit of \$1500 per year per person.

Health Savings Account (HSA) * – Available with **Optum Bank** offers a pre-tax benefit which allows an employee to deduct up to \$3,450/single or \$6,900/family per year to be used to defray the cost of medical, dental, vision expenses.

Flexible Spending Account * – Available with **Optum Bank** offers a pre-tax benefit which allows an employee to deduct up to \$2,650 per year to be used to defray the cost of medical, dental, vision expenses.

Dependent Care Account * – Available with **Optum Bank**. NLI offers a pre-tax benefit that allows an employee to deduct up to \$5,000 per year to be used to defray the cost of dependent care for their dependent. i.e. child(ren) under age 13, a spouse or an parent elderly parent residing in your home.

Vision Insurance – Available with **Ameritas**. NLI offers a plan that provides an annual exam, lenses, and frames with affordable co-pay for you and each of your family members, if you opt for family coverage.

401K Retirement Plan – Available with **Merrill Lynch through ADP**. NLI offers a voluntary matching contribution program that will be based on annual projects, budgets, and cash financial performance.

Life Insurance – Available with **Lincoln Financial Life Insurance**. At no cost to you, NLI provides you with life insurance equivalent to two-times (2 x) your annually salary. Includes AD & D coverage at two times annual salary.

Supplemental Life Insurance * – Available with **Lincoln Financial Life Insurance**. If you choose, additional coverage is available to you and/or your spouse or dependent children for a nominal cost. **(voluntary/open enrollment only)**

Short Term Disability – Available with **Lincoln Financial Life Insurance**. At no cost to you, NLI provides up to 26 weeks of benefits if you become disabled due to sickness or an accident. Benefits are equivalent to 66.67% of your gross salary.

Long Term Disability. Available with **Lincoln Financial Life Insurance**. Provides participants with financial protection in the event of a long term disability. Paying 60% of your gross salary while you have a long period of disability.

Employee Assistance Program (EAP) – Available with **Lincoln Financial Life Insurance**. The Employee Assistance Program is a professional counseling and referral service designed to help you with your personal, job or family problems. It is free, voluntary and strictly confidential.

AT & T Wireless / Verizon / T-Mobile Discounts- Employees are entitled to a discount on new or current plans. To obtain more information regarding this benefits log onto the employee intranet.

Vacation Leave – Exempt employees with more than 1 year of service are eligible for 3 weeks paid vacation. Non-exempt employees are eligible for 2 weeks paid vacation time for years one through five and 3 weeks thereafter. All employees with more than 10 years of services are eligible for 4 weeks paid vacation leave.

Holidays – All regular full-time employees are entitled to 12 paid holiday annually.

Sick Leave – All regular full-time employees are entitled to 5 paid sick leave days annually.

Bereavement Leave – All regular full-time employees are granted 3 days bereavement leave for the death of a spouse, child, parent, sibling, grandparent, or parent-in-law.

Legal Shield Services – All regular full-time employees are eligible for this voluntary benefit. A free will and living trust with enrollment in the plan. Identify Theft Shield which includes credit monitoring and restoration services is available and access to professional legal counsel not only for traditional legal problems but for everyday events.

* contact Human Resources at 877-NLI-HRHR (877-654-4747) for more information regarding these programs.