

## Benefit Summary 2022



- **Health Insurance - Cigna** - Choice of three plans:
  - \$500 Deductible Plan 90/70
  - \$750 Deductible Plan 80/60
  - \$1500 Deductible Plan H.S.A. 90/50 (Health Savings Account)

- **Dental Insurance – Cigna**  
PPO Plan

- **Vision Insurance - Avesis**

- **Basic Life Insurance - Cigna**
  - 1 X Annual Salary (No cost to employee)
  - DNA Pays 100%



- **Voluntary Employee Optional Life Insurance - Cigna**
  - Up to 5 X Annual Salary (No cost to employee)
  - Dependent Life Insurance

- **Short Term Disability – Cigna**
  - DNA Pays up to 90 Days (No cost to employee/14 day waiting period)
  - 66 2/3% up to \$2,500 weekly max

- **Long Term Disability – Cigna** (No cost to employee)
  - DNA Pays 100% after 90 days
  - Standard Insurance 60% Base Pay

- **H.S.A. Bank – Cigna** (H.S.A. Contributions)
  - \$3,650 per year for Employee - DNA Contributes \$1,000.00 annually
  - \$7,300 per year for families - DNA Contributes \$1,250.00 annually (Spouse, Child(ren), Family)
  - + \$1,000 catch up for 55+

- **Flexible Spending Account (FSA) Account (Medical) – Benefit Resource (BRi)**
  - Tax Savings for Out-of-Pocket Medical Expenses
  - (Up to \$2,850.00 per year)

- **Flexible Spending Account (FSA) Dependent Care Account – Benefit Resource (BRi)**
  - Tax Savings for Child Care (Up to \$5,000.00 per year)

- **Retirement Plans - Voya**
  - 403(b)** - Employee Contributes / Employer match up to 5% (\$20,500.00 annually / 50 + catch up limit \$6,500.00)
  - Profit Sharing** - DNA Contributes 100% - 3% of Gross Earnings – After 1 year of continued employment

- **Paid Time Off (PTO)**
  - Exempt Employees - 20 Days (0-2 years)
  - Non-Exempt Employees - 15 (0-2 years)

- **Tuition Assistance**
  - \$2,500 / Calendar Year (for the 1<sup>st</sup> 5 years of employment)
  - \$5,250 / Calendar Year (after 5 years of employment)

- **Hospital Indemnity – Cigna**
  - Employee pays for plan

- **Long Term Care – Trustmark**