

BENEFITS



GUIDE

DISCLOSURE

No statement in this guide is intended to create an express or implied contract between Mountain Lake Academy (also referred as MLA) and the Employee. This guide is not intended to be a complete description of Mountain Lake Academy's offerings but rather a guideline.

Mountain Lake Academy reserves the right to revise, suspend and/or discontinue any of the offerings found in this guide at any time.

INSURANCE

MLA offers a variety of coverages after 90 days of employment for benefit eligible employees. Please see HR for more information regarding eligibility.

Excellus BC/BS HDHP

- Employee
- Employee + 1
- Family

Guardian

- Dental
- Vision
- AD&D
- Life Insurance
 - 1x salary up to \$50,000

Additional coverages available during initial sign-up or open enrollment. Please refer to the Know Your Benefits Packet for more information.

Aflac

- Cancer/Specified-Disease
- Accident
- Hospital Confined Indemnity
- Short-Term Disability



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WHO IS ELIGIBLE?

FULL-TIME BENEFIT ELIGIBLE 30+ HOURS/WEEK



MEDICAL COVERAGE



DENTAL COVERAGE



VISION COVERAGE



AFLAC COVERAGE



BASIC LIFE INSURANCE /
AD&D



VOLUNTARY COVERAGE

PART-TIME BENEFIT ELIGIBLE 20+ HOURS/WEEK



DENTAL COVERAGE



VISION COVERAGE



AFLAC COVERAGE

EMPLOYEE vs. EMPLOYER COSTS

MLA demonstrates its commitment to your well-being by covering a substantial portion of the overall premium and fully funding the HRA. Below is a breakdown of how MLA assists in covering health insurance costs for employees, including the biweekly cost to you:

Silver Plan	Employee	Employer	HRA	Bi-weekly Cost
Single	25%	75%	\$3,500	\$91.63
Employee + 1	35%	65%	\$5,800	\$256.56
Family	45%	55%	\$6,350	\$455.07

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CONTINUED...

DENTAL

Employee

Single

\$17.65

Employee + 1

\$35.03

Family

\$59.80

VISION

Employee

Single

\$3.23

Employee + 1

\$4.89

Family

\$8.60

Note:

Benefits are an important part of your total compensation at Mountain Lake Academy. We encourage you to review all plan options carefully and reach out to Human Resources with any questions. Our goal is to ensure that you and your family have access to the coverage and support you need to thrive—both inside and outside of the workplace.

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RETIREMENT

MLA offers 401k through NBT Wealth Management. Please refer to 401k plan document for terms and conditions.

- Eligibility
 - 1 year of employment and 1,000 hours worked
 - 21+ years of age
- Vesting Period (Employer Match)
 - Immediately up to 3.5%
 - Remaining 0.5% is subject to vesting schedule over 6 years

Employee Contribution	Employer Match
1%	1%
2%	1.5%
3%	2%
4%	2.5%
5%	3%
6%	3.5%
7%	3.5%
8% or more	4%

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RETIREMENT

MLA will make an additional discretionary contribution to your retirement based on years of service at MLA.

Employee Years of Service	Additional Employer Contribution
5-9	1%
10-19	2%
20+	3%

SICK LEAVE

The below table is an example of the MLA SICK leave. Deposits are based on actual hours worked. Please see HR for more information and eligibility.

Non-exempt Employees	Rate	Per	Max
All Eligible Hourly	0.03333	Hour	56

Exempt Employees	Rate	Per	Max
All Eligible Salary	0.04375	Hour	56

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PAID TIME OFF

The below table is an example of the MLA PTO deposits. Quarterly deposits are based on actual hours worked. Please see HR for more information and eligibility.

Non-exempt Employees	Rate	Per	Max
0-23 months	0.05385	Hour	112
24-119 months	0.07692	Hour	160
120 months +	0.09615	Hour	200
Exempt Employees	Rate	Per	Max
0-23 months	0.07692	Hour	160
24-119 months	0.10000	Hour	208
120 months +	0.11923	Hour	248
Exempt Teachers	Rate	Per	Max
0-119 months	52	Quarter	208
120 months +	62	Quarter	248