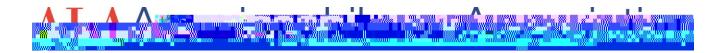


## 2024 Benefits Summary

Benefit Health Plans					
Eligibility begins First of the month following 30 days of employment. Available for full-time					
and part-time employees. ALA/Employee Contributions.					
BENEFIT	BRIEF PLAN DESCRIPTION				
Medical Insurance	Blue Cross Blue Shield				
	-PPO with National Network and coverage Out of-network.				
	Illinois Employees can also opt for:				
	-HMO Illinois or Blue Advantage HMO (Illinois residents only)				
Prescription Drug	Blue Cross Blue Shield				
Program	Part of all medical plans				
	Co-pays vary by generic, formulary, non-formulary and mail order				
Dental Insurance	BCBS BlueCare Dental				
*	-PPO with National Network and coverage Out of-network.				
	Preventative, primary, major and orthodontic dental services are				
	providedHigh and -Low coverage plans are available				
Vision Insurance	EyeMed Vision				
	Optical insurance and discount from participating vision care providers (fully employee paid)				

Health Care Flexible Spending Account



ALA Provided Benefits Eligibility Immediate				
BENEFIT	BRIEF PLAN DESCRIPTION			
Life Insurance/ AD&D	Blue Cross Blue Shield Life equivalent to two times annual base salary up to a maximum of \$300,000. AD&D equivalent to 1 ½ times annual base salary up to a maximum of \$150,000.			
Long-Term Disability (at least .8 FTE)	Blue Cross Blue Shield 6 months elimination period from date of disability and provide 60% of salary up to \$10,000 per month continue during a term of continuous disability until the limiting age or time limit as per policy.			