

UNION WINE CO.

MADE IN OREGON

2019 Employee Benefit Contribution Schedule

Union Wine will contribute up to \$710 per month, per employee for benefits. You may use these funds for yourself and dependents. If the cost of your coverage is less than \$710, you have the following options to choose from:

- If you are not enrolled in the H.S.A. plan, put the remaining available funds into the Flexible Spending Account (maximum annual contribution is \$2,700 for medical and \$5,000 for dependent care)
- If you are enrolled in the H.S.A. plan, put remaining eligible funds into the L.F.S.A.
- If you are enrolled in the H.S.A. plan, put remaining eligible funds into the H.S.A. savings account (maximum annual contribution is \$3,500 self only, \$7,000 family)
- Add any remaining funds to your payroll. If you add the additional funds to payroll it will be subject to applicable taxes.

	Medical Silver H.S.A.	Medical Gold	Medical Platinum	Dental	Vision
Employee Only	\$327.83	\$409.52	\$482.61	\$34.09	\$6.18
Employee + Spouse	\$655.66	\$819.04	\$965.22	\$66.27	\$12.27
Employee + Family	\$934.32	\$1,167.13	\$1,375.44	\$124.81	\$21.54
Employee + Child(ren)	\$606.49	\$757.61	\$892.83	\$86.36	\$13.91

***Additionally, Union Wine pays the full cost of life and long term disability insurance for each eligible employee.**

To calculate the monthly cost of coverage for yourself and/or family:

- Select the plan(s) you wish to enroll in for the coming plan year
- Add the total premiums for the plans together
- Subtract the contribution that Union Wine Company makes

Example:

- Medical plan selected: Gold
- Rate for employee + spouse = \$819.04
- Subtract Union Wine Contribution of \$710
- Monthly cost for medical coverage for self and spouse is \$109.04