

Great Northern Packaging

3465 Moser St., Oshkosh, WI

Production Benefit Summary



Sam Brahm
Human Resources Recruiter
(920)891-7427
sbrahm@greatnortherncorp.com





Health Insurance

	Low Deductible HSA	High Deductible HSA	Option C
Deductible	\$1600 Individual	\$3200 Individual	No Coverage \$1200 annually paid to employee
	\$3200 Family	\$4000 Family	
Out of Pocket Max	\$2000 Individual	\$4000 Individual	
	\$4000 Family	\$7350 Family	
Monthly Employee Cost	Family - \$509.49	Family - \$255.57	
	EE+Spouse - \$354.99	EE+Spouse - \$177.34	
	EE+Children - \$293.18	EE+Children - \$145.63	
	Single - \$146.59	Single - \$72.81	

New team members will become eligible for insurance on the 1st of the month following 30 calendar days of employment. The pricing seen above is per month.

Health Savings Account (HSA)

Great Northern offers an HSA Account through Optum Bank. You can take advantage of this tax-free health savings account beginning the 1st of the month following 30 days of employment. In addition to Employee Contributions, there is also an Employer contribution each pay period, which is determined by the plan that you take and your annual Health Risk Assessment Score along with Health Coaching, if necessary, based on your Health Risk Assessment (HRA) score. The maximum annual company contribution to your HSA is \$500 for a single plan and \$1000 for any other than a single plan.

Flexible Spending Account (FSA)

Flexible Spending accounts for both medical reimbursement and dependent care are also available. FSA's provide an opportunity to pay for medical and child care expenses with pretax dollars. There is no company contribution. The plan is administered by Employee Benefit Corporation. You become eligible for the FSA the 1st of the month after 30 days of employment. HSA participants are restricted to a "limited" Health Care Reimbursement Flexible Spending Plan for dental and vision only.

Advocate4Me

Advocate4Me is a free service of our healthcare plans that you can use to help answer questions that you have, to help better understand your benefits, and help find a quality provider. They are available Monday-Friday during regular business hours. You can utilize this by logging on to www.myuhc.com or on the UnitedHealthcare app and clicking on **Call or Chat**, or calling the number on the back of your Medical ID card.

Virtual Visits

United Healthcare provides 24/7 care through Virtual Visits if you are enrolled in Great Northern's Medical Plan. You can access virtual visits through myuhc.com, the United Healthcare app or calling (855)615-8335. Virtual Visits cost \$50 or less, and can address common issues like allergies, bronchitis, eye infections, headaches/migraines, sore throats, stomachache, rashes, and more issues affecting you and your dependents.

Dental Plans

Effective the 1st of the month following 30 days of employment.

Humana



\$50 Deductible, Covers Cleaning and Examinations at 100%, Annual Maximum benefit is \$1500 per individual.

Pricing (Per Month):

Family: \$27.99 EE+Spouse: \$15.38 EE+Children: \$18.92 Single: \$7.69



Care Plus - Dental HMO through Dental Associates

No Deductible. Covers Cleanings and Examinations at 100%. Annual Maximum benefit is \$1750 per individual.

Pricing (Per Month):

Family: \$22.70 EE+Spouse: \$14.06 EE+Children: \$18.15 Single: \$6.48

Voluntary Vision Plans

Effective the 1st of the month following 30 days of employment.

Vision care is provided for eligible Great Northern Corporation team members and their beneficiaries through Humana. It provides coverage for routine eye exams and pays all or a portion of the cost of glasses or contact lenses if you need them.

Pricing (Per Month):

Family: \$17.47 EE+Spouse: \$12.00 EE+Children: \$10.99 Single: \$6.00

Retirement Plan



401k with Company Match

Great Northern Corporation will match 100% of the team member's first 3% of contribution and 50% of the team member's next 2% of contribution that is deferred to their company Retirement Plan. The employer match is always 100% vested.

New team members are eligible the first of the month following 3 months of employment.

Profit Sharing

In addition to the employer match, Great Northern provides an annual discretionary profit-sharing contribution based on the company's performance. The maximum company contribution to retirement savings, including both 401(k) match and profit sharing is 15% of total annual eligible wage base. Great Northern has a long history of generous contributions to profit sharing.



Assume starting salary of \$45,000 with 2.5% wage increase yearly; nothing in 401k to start, 6% annual growth rate.
Profit sharing contribution is for demonstration based on historical results and is not a promise of future contributions.
These statements are not guarantees of future performance and undue reliance should not be placed on them. Such forward-looking statements necessarily involve known and unknown risks and uncertainties, which may cause actual performance and financial results in future periods to differ materially from any projections of future performance or result expressed or implied by such forward-looking statements.

Participation starts after one full year of employment and working 1000 hours in the first 12 months. The effective date of participation is retroactive to the first day of the calendar year preceeding eligibility. Participants need to work at least 1000 hours and be employed at year end to receive the annual contribution which is made in March of the following year. Profit Sharing balances vest at 20% per year; 100% vested after five years service.

Vacation/Holidays

Vacation

Vacation benefits will become effective for eligible team members following 30 calendar days of employment. Vacation the first year will be prorated as such:

Month of Hire	Hours of Vacation
January	80
February	72
March	64
April	56
May	48
June	40
July	40
August	32
September	24
October	16
November	0
December	0

After the first year, the vacation schedule is as follows:

Years of Service	Hours of Vacation
Time of hire	80
5 Years	120
12 Years	160
18 Years	200

Holidays

Great Northern offers 11 paid holidays to all their team members. 2024 Holidays are as follows:

Holiday	Holidays	
	12's	8's
New Years Day	Monday, January 1	Monday, January 1
Easter	Sunday, March 31	Friday, March 29
Memorial Day	Monday, May 27	Monday, May 27
Independence Day Holiday	Thursday, July 4	Thursday, July 4
Independence Day Holiday	Friday, July 5	Friday, July 5
Labor Day	Monday, September 2	Monday, September 2
Thanksgiving Day	Thursday, November 28	Thursday, November 28
Thanksgiving Holiday	Friday, November 29	Friday, November 29
Christmas Holiday	Tuesday, December 24	Tuesday, December 24
Christmas	Wednesday, December 25	Wednesday, December 25
New Year's Holiday	Friday, December 31	Friday, December 31

On Site Nursing and Near Site Clinic



Great Northern Corporation has an on-site nurse at our Oshkosh location, and a near-site clinic at our Appleton location through ThedaCare. You can see the Nurses for a variety of minor issues. The benefit of this is that it is convenient and free to use for team members and their dependents. The following is just a few ways that you can use the Nurses:

- Acute Care Services (Cold, Flu, sore throat, cough, sinus concerns)
- Minor Injuries (sprains, strains, bruises, scrapes, athletic injuries)
- Lifestyle Medicine Visits (High Blood Pressure, Cholesterol, Depression/Anxiety)
- Sports/Camp Physicals
- Nicotine Cessation
- Wellness Coaching
- HRA Results Review

The on-site nurse and near site clinic is not meant to replace of your Primary Care Provider (PCP). You will need to establish/keep your relationship with your PCP for Preventative Care, Chronic Disease and Medication Management.

On Site Physical Therapist



A Physical Therapist is available for any team member, spouse, and dependents over three years of age at the GNC Wellness Center located at the Great Northern Appleton facility. Physical therapy is not just used after surgery. It is used to make daily tasks and activities easier. Physical therapy services available are convenient, confidential, and free. You can meet with the PT to help decrease pain, increase range of motion, improve flexibility, improve balance, increase core strength, improve posture/postural awareness, and improve overall function.

Shoe Reimbursement

Since steel toe shoes are required on the shop floor for team member safety, all Great Northern team members will get a yearly \$175 reimbursement for the purchase of steel toe shoes. To be reimbursed, bring your original receipt to HR.

Employee Assistance Program (EAP)



Great Northern Corporation is not only invested in the physical health of our team members, but also the mental health of all our team members. We have an Employee Assistance Program (EAP) through telus.com. You can call at 1-800-456-1324, or message 24/7 and they will help you through a variety of issues:

- Marital and family Conflicts
- Job Related Difficulties
- Stress, Anxiety and Depression
- Parent and Child Relationship Issues
- Legal and Financial Counseling
- Identity Theft Counseling
- Financial Planning
- Various Other Related Issues

Available to team members and their family members in their household.

Other Benefits

Effective the 1st of the month following 30 days of employment.



Life Insurance & Accidental Death and Dismemberment

Life insurance and AD&D Benefits are provided at no cost by Great Northern. The current benefit amount is \$34,000.

You can purchase additional life insurance for yourself, spouse, and dependent children.

Voluntary Critical Illness Coverage

Critical illnesses can be a major detriment to your income. UnitedHealthcare's Critical Illness Protection Plan is designed to help ensure that, should you be diagnosed with a covered critical illness, you'll have the financial support to help you continue to pay your daily living expenses. UnitedHealthcare sends a lump-sum payment directly to you after your diagnosis to help you stay on top of your bills. Cost depends upon age.

Jury Duty

Pay Difference

Voluntary Accident Protection Plan

We never know when an accident will occur and the impact it can have on our wallet can be tremendous. UnitedHealthcare's Accident Protection Plan will pay money back to you if you have a covered injury and need care. The amount you receive is based on the covered expenses resulting from the accident. After a submitted claim is verified, the plan will send the benefit payment directly to you. You can use the money any way you see fit, including paying your health plan deductible and other out-of-pocket costs, paying your mortgage, rent, and more.

Monthly Rates	
Single	\$ 6.20
EE+Spouse	\$ 9.64
EE +Child(ren)	\$11.64
EE/Spouse/Child(ren)	\$17.81

Sickness and Accident Benefits

Up to 26 weeks @ \$400.00 per week, 100% company paid.

Begins 1st day for an injury and 4th day for an illness.

Long Term Disability

60% of Salary - Maximum of \$6,000 monthly until age 65. 100% company paid.

Funeral Leave

Funeral leave is available on the first of the month following 30 days.

Regular full time team members will be allowed funeral leave up to five (5) days with pay to attend the funeral of a spouse, child, and parent.

Regular full time team members will be allowed funeral leave up to three (3) days with pay to attend the funeral of a brother, sister, father-in-law, mother-in-law, grandchildren, and grandparents.

Team members may take only one (1) day funeral leave (day of funeral), for a team member's great grandparents, brother-in-law, sister-in-law.

Health Fitness Reimbursement

Annual Reimbursement of up to \$175 that can be used on a gym membership, home exercise equipment, participation in classes and/or programs such as aerobics and weight watchers, and smoking cessation.