GREAT NORTHERN – CHIPPEWA FALLS
2027 BENEFIT PROGRAM

MANDATED

- Social Security, Workers Compensation, and Unemployment Insurance

DISCRETIONARY

(Offered to all regular, full-time employees on the first of the month following thirty days of continuous employment)

- Health Insurance Plan: Routine & Major Medical (monthly premiums)

	Low Deductible HSA				High Deductible HSA			
	Single	EE+SP	EE+CH	Family	Single	EE+SP	EE+CH	Family
Level 1	$145.38	$351.41	$290.75	$503.03	$72.88	$177.00	$145.76	$254.04
Level 2	$164.76	$398.26	$329.52	$570.11	$87.46	$212.40	$174.91	$304.85
Standard	$193.84	$468.54	$387.67	$670.71	$109.32	$265.49	$218.64	$381.06

*CH – child(ren)

- Dental Plan: Monthly Premiums - Single $8.09, EE+SP $16.19, EE+ CH $19.91, Family $29.46
- Voluntary Vision: Monthly Premiums – Single $6.18, EE+SP $12.36, EE+CH $11.32, Family $17.99
- Near Site Clinic
- Flexible Spending/Section 125
- Health Fitness Reimbursement - $175.00
- Educational Assistance (grade based, i.e. A=100%, B=80%, C=50%)
- Employee Assistance Program
- Bereavement Leave
- Jury Duty Leave
- Military Leave
- Personal Time (based on consecutive calendar years of service)

  New Hire Year: 3 weeks (prorated)
  10 Years: 4 weeks
  18 Years: 5 weeks
- Holidays (10 paid throughout the year)
- $1.50 shift differential for 2nd & 3rd shifts
- Life Insurance, Accidental Death & Dismemberment
- Short & Long Term Disability Programs
- Retirement Savings Plan (discretionary employer contribution)
- 401k Plan [Company match up to 4% (100% of first 3%, $.50 cents on the dollar for 4% & 5%)]
- Retirement Planning
- Employee Loan Program (must be employed a minimum of 3 years, low interest, up to $7,500

Benefit coverage ends at midnight on the day of termination, with the exception of health and dental which end on the last day of the termination month.