

Benefits Summary

January 1, 2025 – December 31, 2025

HEALTH INSURANCE:

Our health insurance carrier is Blue Cross Blue Shield (BCBS) for 2025. C4 Welding offers a choice of four plans for health insurance within two different networks of service providers. Each network includes a co-pay plan and a high deductible plan, which qualifies for enrollment in a Health Savings Account, (HSA).

The two networks include:

- BCBS High Value Network includes most leading doctors, clinics, and hospitals across Minnesota, as well as a huge selection of doctors in the United States.
- BCBS Aware Network includes 98% of the doctors and 100% of the hospitals in Minnesota, as well as a huge selection of doctors across the United States

Note: Visit bluecrossmn.com/Find a doctor to verify that your current health care providers are included in your chosen network before finalizing your decision. Additional cost will apply when using out of network providers.

For all plans, there is a 30-day waiting period for eligible employees. Coverage will begin at the beginning on the first of the month following 30 days of employment. Employees share in the cost of the premiums as follows:

High Value Network Co-Pay Plan: The plan limits are \$2,500 single/\$7,500 family annual deductible with a \$5,500 single/\$11,000 family out of pocket max. This plan includes a \$40 co-pay for your primary care, specialist office visits, and walk-in urgent care visits. All other visits and services are covered at 80% after your deductible is met. Retail prescription drugs have a co-pay of \$20/\$50/\$120 dependent on the prescription cost. Specialist prescriptions will cost 20% up to \$550 maximum. This plan does not qualify for a Health Savings account. The rates are as follows:

BCBS High Value Network Co-Pay Plan				
Coverage	BCBS Monthly Premium	Company Monthly Cost	Employee Monthly Cost	Employee Cost Per Pay Period
Employee	\$602.58	\$451.94	\$150.65	\$69.53
Employee + Spouse	\$1,295.57	\$712.56	\$583.01	\$269.08
Employee + Child(ren)	\$1,144.93	\$629.71	\$515.22	\$237.79
Family	\$2,018.67	\$1,110.27	\$908.40	\$419.26

High Value Network HSA Plan: The plan limits are \$4,000 single/\$8,000 family annual deductible and out of pocket max. Preventative Care is covered at 100%. Once the deductible is met insurance covers 100% of qualified services. This plan qualifies for the Health Savings Account.

BCBS High Value Network HSA Plan				
Coverage	BCBS Monthly Premium	Company Monthly Cost	Employee Monthly Cost	Employee Cost Per Pay Period
Employee	\$585.16	\$401.94	\$183.23	\$84.57
Employee + Spouse	\$1,258.11	\$662.56	\$595.55	\$274.87
Employee + Child(ren)	\$1,111.83	\$579.71	\$532.12	\$245.59
Family	\$1,960.31	\$1,060.27	\$900.04	\$415.40

Aware Network Co-Pay Plan: The plan limits are \$2,500 single/\$7,500 family annual deductible with a \$5,500 single/\$11,000 family out of pocket max. This plan includes a \$40 co-pay for your primary care, specialist office visits, and walk-in urgent care visits. All other visits and services are covered at 80% after your deductible is met. Retail prescription drugs have a co-pay of \$20/\$50/\$120 dependent on the prescription cost. Specialist prescriptions will cost \$20% up to \$550 maximum. This plan does not qualify for a Health Savings account. The rates are as follows:

BCBS Aware Network Co-Pay Plan				
Coverage	BCBS Monthly Premium	Company Monthly Cost	Employee Monthly Cost	Employee Cost Per Pay Period
Employee	\$662.07	\$451.94	\$210.14	\$96.99
Employee + Spouse	\$1,423.47	\$712.56	\$710.91	\$328.11
Employee + Child(ren)	\$1,257.96	\$629.71	\$628.25	\$289.96
Family	\$2,217.95	\$1,110.27	\$1,107.68	\$511.24

Aware Network HSA Plan: The plan limits are \$4,000 single/\$8,000 family annual deductible and out of pocket max. Preventative Care is covered at 100%. Once the deductible is met insurance covers 100% of qualified services. This plan qualifies for the Health Savings Account.

BCBS Aware Network HSA Plan				
Coverage	BCBS Monthly Premium	Company Monthly Cost	Employee Monthly Cost	Employee Cost Per Pay Period
Employee	\$642.89	\$401.94	\$240.96	\$111.21
Employee + Spouse	\$1,382.24	\$662.56	\$719.68	\$332.16
Employee + Child(ren)	\$1,221.52	\$579.71	\$641.81	\$296.22
Family	\$2,153.71	\$1,060.27	\$1,093.44	\$504.67

HEALTH SAVINGS ACCOUNT – (HSA):

In coordination with the BCBS High Deductible HSA Plan employees have the option of contributing to a Health Savings Account to help offset deductible costs. The Health Savings Account is managed through Health Equity and is owned by the Employee. The maximum contribution for employee coverage is \$4,300 and the maximum family coverage is \$8,550. Employees 55 years old can contribute an additional \$1,000 in catch-up contributions. These amounts include the \$650 that C4 contributes annually.

C4 Welding will contribute a \$25 match per paycheck to the Health Savings Account with a maximum of \$650 annually for those enrolled in the plan.

FLEXIBLE SPENDING ACCOUNT – (FSA):

The plan will be administrated by Health Equity and is owned by the Employee. The minimum contribution is \$100, and the maximum contribution is \$5,000 annually and can be deducted from your payroll pre-taxed in any increments. The funds can be used for day care, elderly care, and expenses for dependents unable to care for themselves. The funds must be in your account before requesting reimbursement.

DENTAL INSURANCE:

The Dental Insurance carrier is Guardian. The premium is paid 100% by the employee. There is a 30-day waiting period for eligible employees. Coverage will begin at the beginning of the following month once an employee becomes eligible. Dental premiums for 2025 are:

Dental	Monthly Employee Rate	Bi-Weekly Employee Rate
Employee	\$42.27	\$19.50
Family	\$129.49	\$59.76

SHORT-TERM DISABILTIY INSURANCE:

Short Term-Disability Insurance is available to all eligible employees working a minimum of 30 hours per week. There is a 30-day waiting period. Coverage will begin at the beginning of the following month once an employee becomes eligible. The premiums are paid 100% by the employee. Rates are calculated based on wage. The maximum benefit amount is 60% of your weekly wage up to \$1,000/week.

Rate Calculation

Monthly Rates per \$10 of Benefit:

Calculate Your Monthly Premium:

Annual Salary	/	52	X	0.6	=	Benefit Amount	X	Rate	/	10	=	Premium
	/	52	X	0.6	=		X	\$.42	/	10	=	

ACCIDENT INSURANCE:

All eligible employees have the option to purchase Accident Insurance through Guardian. The insurance is voluntary and is 100% covered by the Employee, following 30 days of employment. This insurance is intended to assist you in paying for medical expenses that you may incur as a result of an accidental injury. The amount of benefit varies by degree of injury, for more details, please refer to the complete benefit booklet.

Level	Per Pay Period Cost
Employee Only	\$5.44
Employee + Spouse	\$8.75
Employee + Child(ren)	\$9.12
Family	\$12.43

HOSPITAL INDEMNITY INSURANCE:

All active, full-time employees working a minimum of 30 hours per week are eligible to enroll in Hospital Indemnity Insurance. This insurance plan can be purchased in addition to your health insurance plan.

This benefit is used if you are admitted to the hospital for an illness or injury. The plan will pay you either \$1,000 or \$2,000 at the time of admittance, depending on the plan you choose. In addition, every day you are in the hospital, you will receive \$100/day for regular admittance or \$200/day for ICU care, max of 15 days per year. This benefit can be used to pay for out-of-pocket medical expenses or other expenses such as food, rent, & utilities. The maximum annual admittance for the Employee only level is 2 per year. All other levels are a maximum total of 3 admittances per year.

There is a pre-existing condition limitation with a 3 month look back period and 12 months exclusion when you first go onto the plan.

The below rates are bi-weekly.

Level	\$1,000 Per Admission	\$2,000 Per Admission
Employee	\$ 4.05	\$ 7.11
Employee + Spouse	\$11.14	\$19.78
Employee + Child(ren)	\$ 7.79	\$13.59
Family	\$14.88	\$26.26

LONG TERM DISABILITY INSURANCE:

All active, full-time employees working a minimum of 30 hours per week are eligible for Long Term Disability Insurance. If an employee becomes disabled and is not able to perform their normal duties for more than 90 days, they will receive a disability claim of 60% of their wages, with a maximum of \$4,000/month. This is paid until they can return to work, or until the age of 65, when they can collect Social Security. For additional information, see full explanation of benefits, included in the benefit package.

LIFE INSURANCE:

Life insurance in the amount of \$50,000 is available to all eligible employees. The plan also includes \$15,000 for your spouse and \$2,000 for each child. There is a 30-day waiting period from your employment start date. Coverage will begin at the beginning of the following month once an employee becomes eligible. The plan is with Guardian and premiums are 100% paid by C4 Welding.

VOLUNTARY LIFE INSURANCE:

All active full-time employees can purchase additional Voluntary Term Life insurance. This insurance is calculated in increments of the following:

- Employees - \$10,000
- Spouses - \$5,000
- Children - \$1,000

Member	Maximum Age Limit	Max w/o Underwriting	Max With Underwriting
Employee	Reductions (see below)	\$100,000	\$500,000
Spouse	70	\$25,000	\$250,000
Children	14days to 26	\$10,000	\$10,000

Employee coverage reduces at age 65, 70, 75, and 80.

The rates are as follows:

Rates Per \$1,000 Per Month										
Age	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Rate: Emp/Spouse	\$0.107	\$0.113	\$0.142	\$0.210	\$0.333	\$0.536	\$0.848	\$1.208	\$1.992	\$4.055
Rate: Child 14 days to 26	\$0.167									

Example: An employee that is 55 years old and adds \$50,000 to the plan – 50x.848 = \$42.40 per month. Bi-Weekly rate is \$19.60.

EYE WEAR INSURANCE: All eligible employees have the option to purchase Eye Wear insurance through EyeMed. The insurance is voluntary and is 100% covered by the Employee, following 30 days of employment. The insurance covers \$150 frames or contacts + 20% of the cost over \$150 per person on the plan. It also offers a variety of minimal cost co-pays for lenses, bi-focal, anti-glare and anti-scratching for your lenses. For a full explanation of the coverage, please refer to the complete benefit booklet.

Level	Per Pay Period Cost
Employee Only	\$3.02
Employee + Spouse	\$5.74
Employee + Child(ren)	\$6.04
Family	\$8.88

401K RETIREMENT PLAN:

401K participation is available to all full-time employees over the age of 18. C4 Welding partners with BPAS for 401k administration. Employees will be auto enrolled with a 4% contribution effective option to adjust their contribution at any time. The 401k annual limit for 2024 is \$23,500. For Employees 50 years or older, you can add an additional \$7,500 in catch up contributions.

Employee Contribution	Company Matching Contributions
1%	0.5%
2%	1.0%
3%	1.5%
4%	2.0%
5%	2.5%
6%	3.0%

HOLIDAYS:

Paid holidays for eligible employees working a minimum of 20 hours per week are included. Holiday hour pay is determined by the Employees average hours worked per day. The following is the 2024 holiday schedule:

2024 Holidays	Date
New Years Day	Wednesday, Jan. 1, 2025
Good Friday	Friday, April 18, 2025
Memorial Day	Monday, May 26, 2025
4th of July	Friday, July 4, 2025
Labor Day	Monday, Sept. 1, 2025
Thanksgiving Day	Thursday, Nov. 27, 2025
Day after Thanksgiving	Friday, Nov. 28, 2025
Christmas Eve	Wednesday, Dec. 24, 2025
Christmas Day	Thursday, Dec. 25, 2025
Floating Holiday	Friday, Dec. 26, 2025

PAID TIME OFF (PTO):

C4 Welding believes that its employees should have opportunities to enjoy time away from work to help balance their lives. Therefore, we offer a Paid Time Off (PTO) program to all full and part-time employees working more than 20 hours per week.

PTO is a time-off-with-pay program to provide employees the freedom to decide how to use their personal time off. C4 Welding believes this program offers more liberal time off with pay, than traditional vacation, sick, and personal time packages. Employees can use their PTO in several different ways, for example:

- As vacation
- For personal business
- For periods of illness
- For medical appointments
- For personal family emergencies

Employees accrue PTO based on the number of hours worked each pay period (up to a maximum of 40 hours per week) and their years of service based on the following schedule:

First Year of Employment: PTO will accrue at a rate of no more than 2.15 hours per bi-weekly paycheck to equal 7 days (56 hours) by the end of the first year.

After 1st Year Service Anniversary: PTO will accrue from the anniversary date at the rate of no more than 3.08 hours per bi-weekly paycheck to equal 10 days (80 hours).

After 5th Year Service Anniversary: PTO will accrue from the anniversary date at the rate of no more than 4.62 hours per bi-weekly paycheck to equal 15 days (120 hours).

After 10th Year Service Anniversary: PTO will accrue from the anniversary date at the rate of no more than 6.15 hours per bi-weekly paycheck to equal 20 days (160 hours).

ADDITIONAL BENEFITS:

For the benefits listed below, please refer to the full policy descriptions in the Employee Handbook.

Quarterly Bonus Program – All Employees working a minimum of 100 in the quarter are eligible to receive a quarterly bonus if the company has exceeded the quarterly sales and productivity goals.

Tuition Reimbursement Program - All employees working a minimum of 30 hours per week and employed for 6 months are eligible to receive \$5,000 per calendar year to offset costs associated to tuition and books. This program requires approval from his/her immediate Supervisor, the President of C4 Welding and Human Resources.

Years of Service Awards – All full-time employees working more than 30 hours per week are eligible to receive a Years of Service Bonus for milestone anniversaries celebrated every 5 years. These bonuses will be awarded at the Annual Holiday Party.