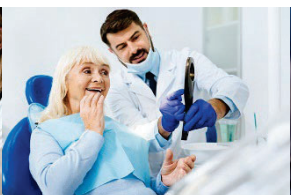
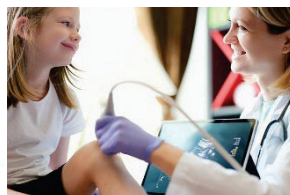
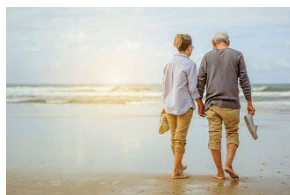




# 2024 Benefits-at-a-Glance

This is a brief overview of the benefits offered by Nortech Systems. While it is trustworthy, it is a simplified summary of our benefits and not a legal document. In the event of a conflict, the actual legal plan document will take precedence. For accurate cost and coverage, review the specific plan documentation on the provider's website, call them or contact People Operations.



PHYSICAL WELL-BEING	
Benefit	Description
<p>Medical / Rx Insurance</p> <ul style="list-style-type: none"> <li>• Provided by HealthPartners</li> <li>• Phone 866.443.9352</li> <li>• <a href="https://healthpartners.com">healthpartners.com</a></li> </ul> <div> <p>Employee cost per paycheck starts as low as</p> <p><b>\$1.85</b></p> </div> <div> <p>Nortech will add</p> <p>up to <b>\$650</b></p> <p>per year to your HSA*</p> </div>	<p><b>Eligibility:</b> All Full-time employees enroll in one of five medical plans offered, unless other insurance coverage is proven. All dependents are eligible to participate in the plan unless they are on another insurance plan.</p> <p><b>Coverage</b> begins on the 1<sup>st</sup> of the month after 30 days of employment</p> <p><b>Changes</b> can be made during Annual Enrollment (effective January 1) or when a "Qualifying Event" occurs</p> <p><i>Plan Options: (dollar amt indicates the deductible for each plan)</i> Preventative care is included in all plans. See plan document for detailed coverage and costs</p> <div> <ul style="list-style-type: none"> <li>• \$7050 HSA plan (No Mayo)</li> <li>• \$5000 HSA plan</li> <li>• \$3200 HSA plan</li> <li>• \$6000 Copay plan</li> <li>• \$1500 Copay plan</li> </ul> </div> <p><b>*Health Risk Assessment (HRA)</b> - By completing a confidential HRA, Nortech will put up to \$650/year in your Medsurety HSA.</p> <p><b>Frequent Fitness</b> - Get health club discounted dues by working out there at least 12 times/month and meeting HealthPartners' "Frequent Fitness" guidelines.</p> <p><b>Tobacco use</b> - A surcharge will be added if anyone in your family on our medical insurance has used tobacco in the past six months.</p> <p><b>Spousal coverage</b> - If your Spouse or Domestic Partner is eligible for ACA-Creditable medical insurance via their employer, adding them to our medical plan will incur a surcharge.</p> <p><i>Your share of the premium is withheld from your paycheck on a pre-tax basis.</i></p>

PHYSICAL WELL-BEING	
Benefit	Description
<b>Dental Insurance</b> <ul style="list-style-type: none"> <li>Provided by HealthPartners</li> <li>Phone 866.443.9352</li> <li><a href="http://healthpartners.com">healthpartners.com</a></li> </ul>	<p><b>Eligibility:</b> All full-time employees, spouses, domestic partners, and dependents Coverage begins on the 1<sup>st</sup> of the month after 30 days of employment</p> <p><b>Changes</b> can be made during Annual Enrollment (effective January 1) or when a "Qualifying Event" occurs</p> <p>Annual deductible: \$50/single, \$150/family  Kids under age 13: All care is free and unlimited  Everyone else: Preventive care is free  Basic services = 20% after deductible  Major services = 50% after deductible  Orthodontics = 50% after deductible</p>
<b>Vision Insurance</b> <ul style="list-style-type: none"> <li>Provided by Mutual of Omaha</li> <li>Phone 833.279.4358</li> <li><a href="http://mutualofomaha.com/vision">mutualofomaha.com/vision</a></li> </ul>	<p><b>Eligibility:</b> All full-time employees, spouses, domestic partners, and dependents Coverage begins on the 1<sup>st</sup> of the month after 30 days of employment</p> <p><b>Changes</b> can be made during Annual Enrollment (effective January 1) or when a "Qualifying Event" occurs</p> <ul style="list-style-type: none"> <li>Standard Exam \$10 Copay</li> <li>Discounts/Credits on frames, Addl frames, Lasik, Contacts</li> </ul>
FINANCIAL WELL-BEING	
Benefit	Description
<b>Life Insurance</b> <b>Accidental Death/Dismemberment</b> <ul style="list-style-type: none"> <li>Provided by Mutual of Omaha</li> <li>Phone 800.877.5176</li> <li><a href="http://mutualofomaha.com">mutualofomaha.com</a></li> </ul>	<p><b>Eligibility:</b> Automatic enrollment to all full-time employees Coverage begins on the 1<sup>st</sup> of the month after 30 days of employment</p> <ul style="list-style-type: none"> <li>Monthly premium covered by Nortech</li> <li>Benefit equal to your annual salary up to \$50,000</li> <li>Additional benefits apply in the event of an accidental death or damage to certain body parts</li> </ul>
<b>Voluntary Life insurance</b> <ul style="list-style-type: none"> <li>Whole Life by TRUSTMARK</li> <li>Phone 800.918.8877</li> <li><a href="http://trustmarkbenefits.com">trustmarkbenefits.com</a></li> <li>Term Life by Mutual of Omaha</li> <li>Phone 833.443.9352</li> <li><a href="http://mutualofomaha.com">mutualofomaha.com</a></li> </ul> <b>Critical Illness Insurance</b> <b>Accident Insurance</b> <ul style="list-style-type: none"> <li>Provided by MetLife</li> <li>Phone 800.438.6388</li> <li><a href="http://www.metlife.com">www.metlife.com</a></li> </ul>	<p><b>Eligibility:</b> Available to all full-time employees when hired Coverage begins on the 1<sup>st</sup> of the month after 30 days of employment</p> <ul style="list-style-type: none"> <li><b>Not</b> automatically enrolled</li> <li>Monthly premium covered by employee</li> <li>Cost is determined by age and amount of coverage purchasing</li> </ul>

FINANCIAL WELL-BEING	
Benefit	Description
Short-Term Disability Long-Term Disability <ul style="list-style-type: none"> <li>• Provided by Mutual of Omaha</li> <li>• Phone 833.279.4358</li> <li>• <a href="https://mutualofomaha.com">mutualofomaha.com</a></li> </ul>	<b>Eligibility:</b> Automatic enrollment to all full-time employees Coverage begins on the 1 <sup>st</sup> of the month after 30 days <ul style="list-style-type: none"> <li>• Monthly premium covered by Nortech</li> <li>• STD benefits are 60% of your normal income up to \$2308/week for the first 120 days</li> <li>• LTD benefits are 60% of your normal income up to \$10,000/month and continues to age 65</li> </ul>
Health Savings Account <ul style="list-style-type: none"> <li>• Provided by Medsurety</li> <li>• Phone 888.816.4234</li> <li>• <a href="https://medsurety.com">medsurety.com</a></li> </ul>	<b>Eligibility:</b> All full-time employees enrolled in an HSA medical plan <ul style="list-style-type: none"> <li>• Complete a confidential Health Risk Assessment through HealthPartners and Nortech will contribute up to \$650/year in your Medsurety HSA.</li> <li>• All contributions apply to the Annual IRS contribution HSA limit is \$4150/single; \$8300/family; 55 and older can contribute \$1,000 more</li> <li>• Earn tax-free interest on money saved in your HSA</li> <li>• Easy to use debit card to pay your medical expenses</li> </ul>
Flex Plan <ul style="list-style-type: none"> <li>• Provided by Medsurety</li> <li>• Phone 888.816.4234</li> <li>• <a href="https://medsurety.com">medsurety.com</a></li> </ul> *Limited Purpose Flex Plan	<b>Eligibility:</b> Full-time employees enrolled in a Copay medical plan; Full-time employees enrolled in an HSA medical plan (with limits) Coverage begins on the 1 <sup>st</sup> of the month after 30 days  Changes are made during Annual Enrollment (effective January 1) or when a "Qualifying Event" occurs <ul style="list-style-type: none"> <li>• Annual \$2500 tax-free dollar limit to pay for medical expenses</li> <li>• Annual \$2500 tax-free dollar limit to pay for licensed daycare expenses</li> <li>• *Limited to dental and vision expenses if you choose an HSA Insurance plan</li> </ul>
401K Profit Sharing Plan <ul style="list-style-type: none"> <li>• Provided by Fidelity</li> <li>• Phone 800.835.5097</li> <li>• <a href="https://401k.com">401k.com</a></li> </ul>	<b>Eligibility:</b> Must be 18 years old and complete 3 months of service You will be automatically enrolled if you do not elect your own funds and percentage per fund or do not decline <ul style="list-style-type: none"> <li>• Contribute from 1% - 60% of eligible compensation, inclusive of pretax and/or Roth deferrals (2024 IRS limit = \$23,000)</li> <li>• Nortech makes a discretionary match – currently at 37.5%</li> <li>• Age 50 &amp; over: 2024 IRS Catch-up Contribution = \$7500</li> <li>• Employee contribution 100% Immediate vested</li> </ul>

WELL-BEING AT WORK																									
Benefit		Description																							
Employee Assistance Program (EAP) <ul style="list-style-type: none"><li>• Provided by Mutual of Omaha</li><li>• Hotline 800.316.2796</li><li>• <a href="https://mutualofomaha.com/eap">mutualofomaha.com/eap</a></li></ul>		<b>Eligibility:</b> When your Life/AD&D/Disability benefits begin <ul style="list-style-type: none"><li>• Confidential and free service providing assessment, counseling, resources, and referrals for a variety of issues 24/7 for you and your dependents</li><li>• Three free visits or counseling sessions each year included</li></ul>																							
PTO		PTO supports needs such as vacation, personal, or family illness, appointments, school, volunteerism, and other activities of the employee's choice <table><tr><th>Length of Service</th><th>Level</th><th>Annual Accrual</th><th>Maximum Accrual Cap</th><th>Maximum annual carry-over</th></tr><tr><td>Date of hire through end of 5<sup>th</sup> year</td><td>1</td><td>120</td><td>120</td><td>120</td></tr><tr><td>Start of 6<sup>th</sup> year through end of 15<sup>th</sup> year</td><td>2</td><td>160</td><td>160</td><td>120</td></tr><tr><td>Start of 16<sup>th</sup> year and continuing thereafter</td><td>3</td><td>200</td><td>180</td><td>120</td></tr></table>				Length of Service	Level	Annual Accrual	Maximum Accrual Cap	Maximum annual carry-over	Date of hire through end of 5 <sup>th</sup> year	1	120	120	120	Start of 6 <sup>th</sup> year through end of 15 <sup>th</sup> year	2	160	160	120	Start of 16 <sup>th</sup> year and continuing thereafter	3	200	180	120
Length of Service	Level	Annual Accrual	Maximum Accrual Cap	Maximum annual carry-over																					
Date of hire through end of 5 <sup>th</sup> year	1	120	120	120																					
Start of 6 <sup>th</sup> year through end of 15 <sup>th</sup> year	2	160	160	120																					
Start of 16 <sup>th</sup> year and continuing thereafter	3	200	180	120																					
Holidays		<ul style="list-style-type: none"><li>• 11 paid holidays including one floating holiday (88 hours)</li><li>• Employee must work scheduled shift before and after holiday to be paid for holiday unless the employee has been given prior approval by their supervisor</li><li>• Employees choose when to use their floating holiday</li></ul>																							
Education Assistance		Nortech is committed to helping its employees grow and develop professionally. The company offers financial assistance for those interested in continuing their formal education, allowing them to gain new knowledge and skills which can benefit both the employee and Nortech. Contact People Operations for more information on the program																							
Fun Employee /Community Events		<ul style="list-style-type: none"><li>• Community events to support local causes</li><li>• Internal social activities, picnics, and competitions</li></ul>																							