

# 2025 Benefits-at-a-Glance



## NO COST LONG TERM DISABILITY

60% of your monthly salary (up to \$10,000) until age 65 or SSRNA



## NO COST LIFE AND AD&D INSURANCE

2.5 times annual earnings (max benefit \$100,000) with spouse & child 2k.

At Knox College we recognize that benefits are important to employees and represent a significant component of an employee's overall compensation. We are pleased to offer our employees a competitive and comprehensive program. This document provides an overview of Knox's benefit programs. Benefits described briefly include:

- Medical
- Dental
- Vision
- Employer Paid Term Life and AD&D
- Employer Paid Dependent Term Life
- Employer Paid Long Term Disability Coverage
- Voluntary Life & Dependent Life Coverage
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Dependent Care Spending Account
- PTO/Sick Leave
- Financial, Legal & Estate Support
- LifeKeys Services
- Survivor Support
- Employee Assistance Plan
- EmployeeConnect
- FuneralPrep
- WellnessPath

## Health and Welfare Plans

Regular full-time employees who work a minimum of 30 hours or more per week are eligible to participate in the health and welfare plans described below on the first of the month following 30 days of consecutive employment. Employees will be provided detailed information about various benefits before they become eligible. The specific eligibility requirements and provisions for coverage are detailed in the Summary Plan Documents prepared by the insurance providers. These and other plan documents will be the final determinant of eligibility and coverage.

### Medical Plan *Preventive/Routine Care Services covered at 100% with no deductible*

Coverage is provided through Blue Cross Blue Shield of Illinois

#### PLAN 1 | \$750/\$1,500 - PPO Plan

Coverage Type	\$51,511 AND UNDER	\$51,512- \$86,569	\$86,570 AND OVER
Employee	\$206.00	\$228.00	\$244.00
Employee + Child(ren)	\$340.00	\$407.00	\$421.00
Employee + Spouse	\$396.00	\$436.00	\$470.00
Family	\$594.00	\$645.00	\$684.00

Calendar Year Deductible: \$750/\$1,500

Annual Out-of-Pocket Maximum: \$3,000/\$6,500

All other services including prescriptions are covered at 100% after the calendar year deductible is met.

#### PLAN 2 | \$1,650/\$3,300 - HSA Plan

Coverage Type	\$51,511 AND UNDER	\$51,512- \$86,569	\$86,570 AND OVER
Employee	\$141.00	\$156.00	\$164.00
Employee + Child(ren)	\$233.00	\$268.00	\$276.00
Employee + Spouse	\$259.00	\$289.00	\$310.00
Family	\$396.00	\$431.00	\$458.00

Calendar Year Deductible: \$1,650/\$3,300 Family

Annual Out-of-Pocket Maximum: \$3,300/\$7,600 Family

All other services including prescriptions are covered at 100% after the calendar year deductible is met.

## Health Savings Account (HSA)

This is a funding program in conjunction with a high deductible health insurance plan that allows employees to put money aside to pay for qualified healthcare expenses on a tax-free basis. Health Savings Accounts may also be used to save for future medical needs. An employee's unused balance rolls over from year to year – there is no “use it or lose it” provision. Funds can be invested in a number of investment options and earnings are tax-free.

## Dental and Vision Coverage



**BlueCross BlueShield**  
of Illinois



Coverage Type	BCBS of ILLINOIS PPO	VSP Choice Plan
	Monthly Employee Contribution	Monthly Employee Contribution
Employee	\$12	\$2
Employee + Child(ren)	\$15	\$3
Employee + Spouse	\$18	\$4
Family	\$27	\$6

## Basic Life and AD&D Insurance

Knox provides basic life insurance and accidental death and dismemberment (AD&D) coverage through Lincoln at no cost to its employees. Employee are provided with 2.5 times annual earnings (max benefit \$100,000) with spouse & child 2k.

## Employee Supplemental Life Insurance

Employees may provide additional financial protection for their family by purchasing supplemental life coverage. The cost of coverage is based on the employee's age and the amount of elected coverage.

## Spouse and Children Supplemental Life Insurance

Employees may purchase additional spouse and children coverage if employee supplemental life coverage is elected.

## Long Term Disability Insurance

Knox provides each employee with long term disability (LTD) insurance through Lincoln at no cost to the employee. After 180 days of experiencing a qualified non-work-related disability, benefits for an approved claim replaces 60% of an employee's base monthly earnings up to a maximum taxable benefit of \$10,000 per month.

## Flexible Spending Accounts (FSA)

Flexible Spending Accounts (FSA) allow employees to be reimbursed with their own tax-free dollars for eligible healthcare and daycare expenses. Specified FSA contributions are taken as non-taxable deductions from an employee's paycheck, and when an employee submits claims for eligible expenses, reimbursements also are non-taxable. The two FSAs offered by Knox are the Non-Reimbursed Medical Expense and Dependent Care Expense FSAs. Non-Reimbursed Medical Expense FSA plan has a maximum contribution of \$3,300. The Dependent Care Expense FSA has a maximum annual contribution limit of \$5,000. \$660 annual Rollover allowance.

## Employee Assistance Program

Our Employee Assistance Programs (EAP) are provided at no cost to employees. The EAP is provided through Precedence, Inc. This program is designed to provide employees and family members with confidential advice and information on a wide range of topics such as family issues, emotional well-being, financial and legal questions, addiction and recovery, parenting and childcare, dealing with older adults, work life issues, and anything that is causing a disruption to their daily routine.

## Retirement Savings Plan

Knox firmly believes in planning for the future by providing employees with wealth accumulation plans. The specific eligibility requirements and provisions for coverage are detailed in the Summary Plan Documents. These and other plan documents will be the final determinant of eligibility and coverage

***The descriptions in this document are high-level overviews only. If any information conflicts with the legal documents that govern this plan, the legal documents will control in all cases.***