



EMPLOYEE BENEFITS & CONTRIBUTIONS

* Flex Spending Account (FSA) - Premium Only

Pre-taxed account on sign up

Health Insurance (Mid-America Benefits) *

- Medical
- Dental
- 10,000 Term Life & AD&D Insurance
- Vision (Coming Soon)

Qualifications:

- Full-Time & 30-39 Eligible
- 1st day of month after a 60 day waiting period
- Mandatory—Enroll or waive, when eligible
 - Single = \$110.68 monthly expense
 - Family = \$351.22 monthly expense

Supplemental Insurance (Allstate Financial)

- Cancer *
- Critical Illness
- Universal Life

Qualifications:

- Full-Time & 30-39 Eligible
- 1st day of month after a 60 day waiting period
- Mandatory—Enroll or waive, when eligible
- Premium varies with coverage chosen

Retirement (Principal)

Qualifications:

- All employees eligible
- Enroll upon hire or during two open enrollment periods (April / October)
- Mandatory—Enroll/Waive when eligible
- After year three of eligible full-time employment, MNIS increases wages by 4% on your pay check (employees are encouraged to invest this into a retirement account of their choosing)

EMPLOYER PROVIDED BENEFITS

FMLA Family Medical Leave Act (Federally Required)

- Available after 12 months of employment & work 1,250 hours
- Timely notification to employer required, except in the case of an emergency
- Contact supervisor for forms & eligibility

Long-Term Disability (Lincoln Financial)

- Full-Time employees only eligible
- 6 month waiting period
- 90 waiting period before benefits kick in

Paid Holidays (Holidays, Agency Paid—MNIS Policy 004.04)

New Year's Day Independence Day Thanksgiving Day Christmas Day
Memorial Day Labor Day Friday After Thanksgiving

Paid Vacation-Full-Time Non-Exempt Employees

(Full details available in MNIS Paid Vacation Policy 004.05)

Years of Service	Days/Year	Max Accrued
6mo–1yr	4	32
1	11	62
2	11	106
3	16	130
4	17	158
5	17	163

Paid Sick Leave (Leaves of Absence—MNIS Policy 004.03)

Years of Service	Days/Year	Max Accrued
6 months - 4 years	4	73
5 - 9 years	5	130
10+ years	6	234

Unemployment Insurance (Nebraska Requirement)

- Temporary income for employees who are laid off through no fault of their own
- Supervisor will complete the termination summary used for processing unemployment claims

Workman's Compensation (United Heartland)

- Employees receive benefits for work-related injury or illness
- Contact Area Office for forms & eligibility

Wholeness Healing Center

MNIS partner's with Wholeness Healing Center to offer two sessions at no charge for employees or a family member struggling with thoughts of suicide.

