



## Hy-Vee Premium Contribution for Part-Time Employee Benefits

Hy-Vee already offers a voluntary benefits program for part-time employees to meet their health, wellness and financial needs. Starting September 1st, Hy-Vee will be contributing toward insurance premium costs for part-time employees who have worked for Hy-Vee for 6 months or longer and have averaged 20 or more hours worked per week. Hy-Vee premium contributions will be offered on the following plans: Limited Medical, Dental, Short-Term Disability and Life Insurance.

**Limited Medical** – plans provide fixed-indemnity and accident medical insurance designed to help employees who do not have medical coverage. These plans offer a set limit of benefits to help employees manage everyday medical expenses.

- Hy-Vee will contribute 50% of the cost of Employee Only coverage under the Choice plan, equal to \$14.30/week.
- Employees may choose to cover dependents and/or buy up to the Max plan. This does not increase the Hy-Vee contribution.

**Dental Insurance** – Helps cover costs associated with preventative dental exams and cleanings, as well as basic services including cavity fillings and restoration.

- Hy-Vee will contribute 50% of the cost of Employee Only coverage, equal to \$2.10/week.
- Employees may choose to cover dependents. This does not increase the Hy-Vee contribution.

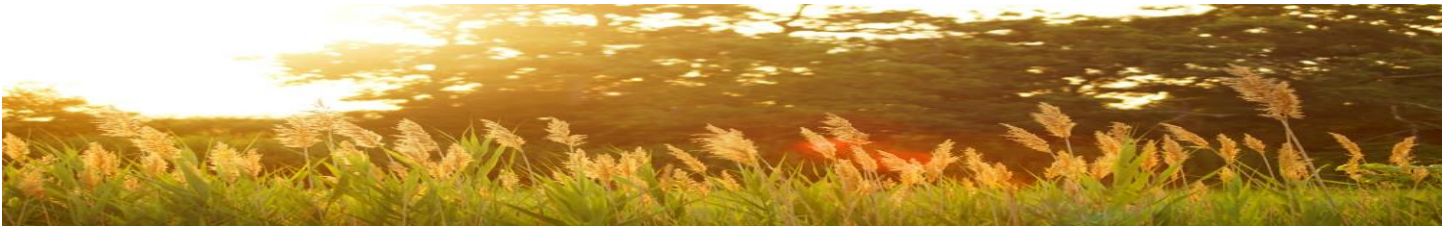
**Short-Term Disability** – provides a benefit equal to 60% of wage replacement for up to 13 weeks of disability; weekly maximum of \$150.

- Hy-Vee will contribute 75% of the cost of coverage, equal to \$1.10/week



The last day of Mid-year Open Enrollment for eligible part-time employees is August 5th. A special enrollment will be happening from August 6th through August 31st for those who have since become eligible. Letters will be mailed to your home if you have met the guidelines and are eligible to enroll in the contribution plans.

For additional information on the plans mentioned, please visit [hy-veePTenroll.com](http://hy-veePTenroll.com), Huddle under the H.R./Benefits Page or contact Midwest Heritage at [csr@mhbankins.com](mailto:csr@mhbankins.com) or 800-622-0057.



## Hy-Vee Contribution Eligibility

Part-Time employees who have been with Hy-Vee for at least 6 months and have averaged 20 or more hours per week are eligible to enroll in the PT contribution plans. Eligible employees who make elections during the mid-year open enrollment will have coverage September 1, 2020.

Important facts to remember in regards to eligibility:

- Eligibility will be reviewed on a quarterly basis for those who did not meet the guidelines for the initial enrollment. You will still have a chance to become eligible throughout the year. If you become eligible to enroll in the contribution plans, you will receive a letter in the mail advising you of this and providing guidance on where to go to enroll.
- Eligibility will be reviewed annually - If you do not maintain your average hours of 20 or more per week, at the next annual review, you will no longer be eligible for the Hy-Vee contribution. A letter will be mailed to you advising of this along with dates of the upcoming open enrollment. During open enrollment you will be able to make changes to your current elections.

## More Information on the Hy-Vee Contributory Plans

If you are looking for more information on the Hy-Vee Part-Time Benefits Program, please access one of the following resources:

### Hy-Vee Huddle

- H.R./Benefits – here you will find the employee benefits guide, quick reference guide, and FAQ to help answer common questions.
- Voiceovers – this is a recorded video explaining the benefits, along with eligibility and communication to stores and employees.

### Hy-veePTenroll.com

- Here you will be able to view the employee benefits guide, quick reference guide and FAQ.
- This site is where PT employees enroll in benefits when they are eligible to do so.

### Midwest Heritage Insurance Services

- For questions on the contribution plans, voluntary plans, eligibility or any other questions, please contact Midwest Heritage Insurance Services at [csr@mhbankins.com](mailto:csr@mhbankins.com) or 800-622-0057.

## Basic Life Insurance

Basic Life insurance is available to all Full/Regular and Part-Time employees. Hy-Vee will contribute 100% of the cost for a \$10,000 basic life insurance benefit for eligible employees. Part-time employees who have worked an average of 20 or more hours per week for six months along with full/regular time employees are eligible for this benefit.

Additional information in regard to this benefit:

- Employees will be automatically enrolled – all eligible part-time employees and ALL FT/RT employees.
- FT/RT employees will be able to “buy up” to meet the current \$30,000/\$50,000 benefit as well as enrolling dependents.
  - Contribution is towards the Employee Only coverage.
- FT/RT employees currently enrolled will see a premium reduction 9/1/2020.
- The following benefits are also included with this coverage:
  - Ability Assist
  - Counseling Service
  - Beneficiary Assist
  - EstateGuidance@ Will Services
  - Funeral Concierge
  - Travel Assistance

## Benefit Advisor Spotlight

- **Hy-Vee Benefit Advisor Name:** Michael Cunningham
- **Hometown:** Macon, Missouri
- **Family:** Wife (Cyrie), Daughter (Clare)
- **Hobbies:** Golf
- **First Job:** Newspaper editor
- **Number of years in the insurance industry:** 3
- **Number of years worked with Hy-Vee:** Brand new
- **Territory:** Kansas City
- **Favorite part of job:** Satisfaction that comes with offering valuable assistance to clients and friends
- **Favorite lunch at Hy-Vee:** Asian offerings and the salad bar
- **Interesting Fact:** Lived in Chariton, IA during the early 1980s and worked at the Hy-Vee Distribution Center during a Christmas break while in college



### Hy-Vee Elective Benefits

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