

SDSP Benefit Summary

The following information provides a brief overview of the benefits available to benefit eligible associates at SDSP. It is not intended to provide complete details of each benefit plan. While SDSP intends to continue each of the benefit plans, SDSP reserves the right to terminate or amend the plan, at any time for any reason. Coverage is effective first of the month following full-time date of hire, unless otherwise indicated.

Medical	SDSP offers to its associates a \$200 and \$500 deductible health insurance plan through DakotaCare; 80/20 co-insurance; \$2,000,000 lifetime maximum
Prescription Drug Benefit	SDSP offers two prescription drug programs; DakotaCare and WMS.
Dental Insurance	SDSP offer dental insurance through Delta Dental at no cost to benefit eligible associates. There is no benefit waiting period, no deductible for preventative services, and \$50 annual deductible for basic and major services
401(k) Retirement Plan	SDSP offer to benefit eligible associates the opportunity to invest for their retirement. Dependent upon the associate's contribution to the plan, SDSP will match 50%, up to 3% of an associate's gross earnings. Associates can elect to participate either in a traditional 401(k) plan in which contributions have been made "pretax" and all earning and growth are tax-deferred until a distributable event, or into a Roth 401(k) in which contribution are made "after tax" and distributions are tax-free. The employer match for the Roth 401(k) is taxable at time of distribution.
Flexible Spending Accounts	SDSP offers benefit eligible associates the opportunity to participate in the Flexible Spending Account. Associates may contribute up to \$5,000 for health care and up to \$5,000 for dependent care expenses.
Life Insurance	SDSP offers benefit eligible hourly associates, at no cost, \$60,000 of life insurance coverage. Benefit eligible salaried associates are covered with a life insurance benefit of two times their annual salary at no cost. Benefit eligible associates have the opportunity to elect a fully portable, supplemental life insurance policy through payroll deductions.
Short Term Disability/Maternity	SDSP offers to benefit eligible associates, at no cost, a short-term disability policy. This STD benefit offers 60% of an associate's base earnings on the first day of an injury or on the eight day of an illness for a maximum period of 26-weeks. SDSP's maternity benefit is provided through this STD policy.
Long Term Disability	SDSP offers to benefit eligible associates, at no cost, a long-term disability plan that covers 60% of an associate's base earnings after the 26-week STD policy expires to a maximum period of up to retirement age.
Holidays	Full time associates are eligible for the following paid holidays: New Year's Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and a personal floating holiday.
Vacation	SDSP offers vacation to benefit eligible associates. Associates can earn 0-20 vacation days per year dependent upon length of service.
Clothing Allowance	SDSP provides full-time production associates 5 uniform shirts each anniversary year.
Profit Based Incentive	The SDSP Board of Directors has approved a profit-based incentive bonus to be awarded following the close of the fiscal year when profits are over \$2 million. Individual amounts are based on a formula that considers current pay, level of responsibility, and impact on profits of the position.
Tuition Reimbursement	SDSP believes that educational development of associates is important to SDSP's and SDSP encourages associates to engage in personal development activities. SDSP associates have an opportunity to obtain and receive reimbursement from SDSP to go towards additional education or training in order to increase their competence in their present position and to prepare for advancement in the future.
Personal Earned Benefit	SDSP offers benefit eligible hourly associates an opportunity to earn four 8 hour personal days per year. To be eligible for this benefit an associate must punctually report to work each scheduled workday and work their assigned schedule.