



SMC Corporation of America  
10100 SMC Blvd

Phone: (317) 899-4440  
Noblesville, IN 46060

## Employee Benefits at a Glance

**Thank you for considering SMC for your next career move!** At SMC, we consider applicants for all positions without regard to their race, color, religion, sex, sexual orientation, national origin, age, marital status, veteran status, or disability.

This document provides highlights of SMC's Benefit Plans. Because it is only a summary of the plan's provisions, it cannot be considered a legal document. In addition, depending on the state you live in, there may be special rules that apply to that specific state.

Summary Plan Descriptions, which contain more detailed information about the plan's benefits, limitations and exclusions, are available from the Human Resources Department. Employees are eligible to participate in all benefit plans the first day following 30 days of full-time employment.

If your spouse is eligible for Medical insurance through his or her own employer, he or she will not be eligible for Medical insurance on the SMC Plan. This only applies to the Medical plan.

### MEDICAL INSURANCE HIGHLIGHTS

UMR, a United Healthcare Company, administers SMC's medical insurance plans. SMC offers two types of medical insurance plans: a traditional Preferred Provider Organization (PPO) plan, with two options to choose from, or a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Both plans participate in the United Healthcare Options PPO network within UMR.

**PPO High Plan** - allows access to both in-network providers and out of network providers.

- Deductible: In network - \$750 Individual; \$1,500 Family (Out of network - \$1,500 Individual; \$3,000 Family)
- \$20 Co-pay for primary care physician; \$35 for a specialist. If out of network the co-pay does not apply and plan pays 60% after deductible is met
- Co-insurance -UMR pays 80% of eligible charges after deductible. If out of network, UMR pays 60% of eligible charges after deductible
- Calendar year out-of-pocket maximum (includes deductible and co-pays): In network - \$2,500 Individual; \$5,000 Family (Out of network - \$4,000 Individual; \$8,000 Family)

**PPO Low Plan**- allows access to both in-network providers and out of network providers.

- Deductible: In network - \$1,500 Individual; \$3,000 Family (Out of network - \$3,000 Individual; \$6,000 Family)
- \$20 Co-pay for primary care physician; \$35 for a specialist. If out of network the co-pay does not apply and plan pays 50% after deductible is met
- Co-insurance -UMR pays 80% of eligible charges after deductible. If out of network, UMR pays 50% of eligible charges after deductible
- Calendar year out-of-pocket maximum (includes deductible and co-pays): In network - \$3,700 individual; \$7,400 Family. (Out of network - \$7,400 Individual; \$14,800 Family)



**High Deductible Health Plan (HDHP) with Health Savings Account (HSA)** - allows access to both in-network providers and out of network providers.

- The HDHP does not pay any medical expenses (other than preventive care), until the deductible is satisfied. This plan does not have co-pays for office visits or prescriptions
- Deductible: In network - \$2,000 Employee only; \$4,000 Family (Out of network - \$4,000 Employee only; \$8,000 Family)
- Co-insurance -UMR pays 80% of eligible charges after deductible. If out of network, UMR pays 60% of eligible charges after deductible
- Prescriptions are paid at 100% by employee until deductible is met, and then the plan pays 80%. If prescriptions are on the Preventive Rx list, then employee pays 20% of cost, not subject to deductible
- Calendar year out-of-pocket maximum (includes deductible): In network - \$3,700 Employee only; \$7,400 Family. (Out of network - \$7,400 Employee only; \$14,800 Family)
- Health Savings Account (HSA) - funds are used to pay expenses such as deductibles, coinsurance and other covered health care expenses, including dental and vision services. The HSA account must be opened with Optum HealthBank
- Health Savings Account (HSA) - funded by employee with pre-tax contributions. For employees with employee only coverage, SMC will match up to \$250 annually. For employees insuring themselves and other family members, SMC will match up to \$500 annually. The SMC match will be prorated accordingly and is funded quarterly
- Health Savings Account (HSA) -The maximum annual contribution limit for 2014 is \$3,300 for employee only and \$6,550 for family. These amounts include any company contributions. Unused money in the HSA can be rolled over each year

## **DENTAL INSURANCE HIGHLIGHTS**

UMR administers the dental plans and Guardian Dental is the Dental Plan Network. SMC offers two dental plans to choose from. The only difference between both plans is the Annual Benefit Maximum.

- Annual benefit maximum- \$1,000 or \$2,000 per individual insured
- Deductible: \$75 Individual; \$200 Family
- Lifetime maximum for orthodontic treatment is either \$1000 or \$2000, depending on plan chosen. Orthodontic benefits available for dependent children up to age 19, or age 19-24 if full time student. Orthodontic benefits also available for employees and spouse/domestic partner
- Preventive and diagnostic treatment paid at 100% after deductible is met
- Basic restorative services paid at 80% after deductible is met
- Major restorative services paid at 50% after deductible is met



## **VISION INSURANCE HIGHLIGHTS**

VSP administers the vision insurance plan. The VSP network is the VSP Choice Plan

- Exam – every calendar year
- Lenses – every calendar year
- Frames up to \$130 every other calendar year. 20% off the amount over your allowance
- Co-pays: Exam \$25, Standard lenses \$25, Progressive lenses \$50
- Contact lenses – no co-pay, \$130.00 allowance for exam and contacts every calendar year. If you choose contact lenses you will be eligible for frames one calendar year from the date the contact lenses were obtained. The \$130 allowance cannot be used in the same calendar year for frames and contact lenses

## **LIFE INSURANCE HIGHLIGHTS**

SMC's Life Insurance is provided through UNUM.

- SMC provides employees with Group Term Life Insurance and Accidental Death and Dismemberment at 1 times annual salary, up to a maximum of \$200,000

Options You May Purchase:

- Supplemental Life insurance equal to 1, 2, 3 or 4 times your annual salary. Overall life maximum is \$700,000
- Optional Spouse Life Insurance up to a maximum of \$250,000
- Optional Dependent Life Insurance of \$10,000 per child. Newborn to age 6 months coverage is only \$1,000

Evidence of Insurability:

- Guarantee issue amount - If you or your eligible dependents enroll within 31 days of your eligibility date, you may apply for coverage up to the lesser of 3 times your annual salary, or \$375,000 for yourself (base and additional combined) and any amount of coverage up to \$50,000 (in increments of \$10,000) for your spouse, without evidence of insurability

## **ADDITIONAL BENEFITS FROM UNUM**

- Employees have access to an Employee Assistance Program (CERIDIAN) to find solutions to everyday questions on topics such as Legal Issues, Finance, Education, Parenting/Child Care, Addiction/Recovery, and Work. This service is completely confidential and SMC gets no information regarding its usage. The first 5 visits are free of charge for counseling services.

## **DISABILITY INCOME COVERAGE**

Disability insurance is administered by UNUM.

- Short term Disability (STD) may be purchased by the employee.
- For hourly employees, the STD benefit is 60% of base pay, for a maximum of 12 weeks. Benefits would not be paid during the 7 day elimination period



**SMC Corporation of America**  
10100 SMC Blvd

**Phone: (317) 899-4440**  
Noblesville, IN 46060

- For salaried employees, the STD benefit is 100% of base pay, for a maximum of 13 weeks. There is no elimination period
- SMC provides long term disability for all employees at the rate of 60% of base pay with a 90-day waiting period. During the 90 day waiting period, benefits are paid under STD, if applicable

## **401(k) RETIREMENT SAVINGS PLAN**

The SMC Corporation Retirement Savings Plan is administered through Fidelity Management Trust Company.

- The 401K plan has an automatic enrollment feature. Full time employees will automatically be enrolled in the plan at 3% after 30 days of employment, provided you are 21 years of age or older
- You have the option to waive the automatic enrollment feature
- Convenient way to save for retirement and pay fewer taxes!
- Employees can make salary contributions to a pre-tax 401(k) deferral account, or an after-tax Roth 401(k) deferral account, or both
- Employees who participate in the plan can choose an amount from 1% to 90% of salary to be withheld from biweekly paychecks
- SMC will match dollar for dollar up to 5%
- Vesting schedule on SMC match is 0% if less than one year of service, 35% at one year of service, 70% at two years of service, and 100% at three years of service
- In 2014, the 401k employee contribution limit is \$17,500 annually
- Catch up contribution- If you are over age 50 at any time in 2014, you can contribute an additional amount up to \$5,500

## **COLLEGE CHOICE ADVISOR 529 SAVINGS PLAN**

- Savings plan that can offer benefits to SMC employees who are saving for their dependant's college education.
- Employees can choose from a wide range of investment options professionally managed by College Choice Advisor 529 Savings Plan.

## **PAID HOLIDAYS**

- Employees receive 10 paid holidays per year, including New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving, Christmas Day and three "floating" holidays selected by the company.
- Only full-time employees who have completed 90 days of employment are eligible for holiday pay.
- Exempt employees are eligible upon hire for paid holidays.