

2022 Benefits at a Glance



At Progress Residential, we are grateful for the effort and enthusiasm that you display at work every day. It is this energy that drives and motivates us to offer a comprehensive suite of benefits for you and your family. As we head into 2022, our priorities are to keep our benefit plans competitive, respond to and prepare for federal regulations, and modernize our benefit plan design.

Core Benefits

Paid for by Progress Residential

Short Term Disability

- 60% of weekly earnings up to 11 weeks and \$2,300 maximum weekly benefit

Long Term Disability

- 60% of weekly earnings up to \$10,000 maximum monthly benefit

Life and AD&D Insurance

- 1x Base Annual Earnings (\$50,000 minimum up to \$300,000 max)

Health Advocate™ Personal Services

- Answer questions about your health plan, help you understand your coverage, find doctors, and support medical and insurance issues.

EmployeeConnect™ Employee Assistance Program

- Confidential access to counseling and support programs for you and your family

TravelConnect™ Services

- Support for you and your family if the unexpected happens while traveling on business or pleasure 100 or more miles from your primary residence

Telemedicine

- Through AmWell or DoctorsOnDemand, you can connect with a board-certified doctor anytime via video chat

Financial Benefits

401(k) Workplace Savings Plan

- Progress Residential's 401(k) plan is designed to help you reach your retirement goals and can be a powerful tool in securing your financial future

Voluntary Life and AD&D Insurance

- Employees may elect coverage up to 5x annual salary or \$50,000
- Spouse coverage available up to 50% of the Employee election, to a max of \$250,000
- Dependent child coverage of \$10,000 available
- Guaranteed amounts of \$150,000 for Employees and \$30,000 for Spouse for new hires

Health Savings Account (HSA)

- Participants in the HDHP medical plan may participate in the HSA - a personal savings account designed to help pay out-of-pocket healthcare expenses on a tax-free basis
- Progress Residential makes a generous contribution to participating HSAs each month

Flexible Savings Account (FSA)

- The Healthcare FSA is a pretax account for participants in the PPO medical plan, designed to pay certain out-of-pocket healthcare costs
- The Dependent Care FSA may be used by participants to set aside pretax money and use it to pay for eligible child care expenses
- The Transit FSA may be used by participants to set aside pretax money and use it to pay for eligible mass-transit expenses (applicable in NY and NJ only)

Time off from Work

Progress Residential provides Paid Time Off (PTO) based on tenure, in addition to ten paid holidays and one floating holiday. PTO may be used for illness, vacation, and personal time away from work.

UnitedHealthcare Medical and Pharmacy Benefits

- Three medical plans are available - Base PPO, Buy Up PPO, and High Deductible Health Plan (HDHP)
- Preventative care such as routine physical exams, certain tests, and immunizations are covered at 100% (no deductible) on all medical plans
- Maintenance medications, or those taken on a consistent basis, may be ordered through the mail order program (90-day supply) for 2.5x the retail copay
- **Effective March 1, 2022, a surcharge of \$50 to medical premiums for tobacco users.**

| Employee Contribution (Monthly) | | | |
|------------------------------------|------------|----------|----------|
| Coverage Category | BUY UP PPO | BASE PPO | HDHP |
| Employee Only | \$156.61 | \$108.45 | \$65.90 |
| Employee + Spouse/Domestic Partner | \$477.16 | \$343.84 | \$314.96 |
| Employee + Child(ren) | \$381.21 | \$280.24 | \$252.53 |
| Employee + Family | \$681.98 | \$505.12 | \$457.17 |

| Pharmacy Retail Copays (31 Day Supply) - All Medical Plans | |
|--|------------|
| Generic | \$10 Copay |
| Preferred Brand | \$35 Copay |
| Non-Preferred Brand | \$70 Copay |

Cigna Dental Benefits

- Two dental plans are available - a PPO and an HMO plan
- Routine preventative care covered at 100% on both plans
- PPO Plan: You are free to see any dentist you choose; however, additional discounts may apply by choosing one who is in-network. A deductible will apply to most procedures beyond preventative care, and then the plan pays a percentage of the costs for care
- HMO Plan: You are required to choose a designated dentist. There are no deductibles to meet before eligible costs are covered with your copay. Your copay is based on Cigna's Patient Copay Schedule

| Employee Contribution (Monthly) | | |
|------------------------------------|------------------|------------------|
| Coverage Category | Cigna Dental PPO | Cigna Dental HMO |
| Employee Only | \$20.39 | \$7.69 |
| Employee + Spouse/Domestic Partner | \$60.25 | \$22.72 |
| Employee + Child(ren) | \$76.87 | \$28.98 |
| Employee + Family | \$131.42 | \$49.55 |



VSP vision Plan

- You may go to any eye care provider you choose for care; however, by utilizing providers who are part of the VSP Choice Network, you will receive discounts on services

| Employee Contribution (Monthly) | |
|------------------------------------|---------|
| Coverage Category | |
| Employee Only | \$9.63 |
| Employee + Spouse/Domestic Partner | \$15.40 |
| Employee + Child(ren) | \$15.73 |
| Employee + Family | \$25.36 |