



2024 BENEFITS OVERVIEW

WELCOME Benefits are an important part of overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family and your way of life.

MEDICAL PLANS

We offer employees a choice among two different medical plans. Coverage under all plans includes comprehensive medical care and prescription drug coverage.

Traditional PPO Plan — This plan gives you the freedom to seek care from the provider of your choice. However, you will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the Cigna Network. The calendar-year deductible must be met before certain services are covered. However, the PPO plan offers 100% benefits following applicable copays, for certain expenses such as office visits, urgent care, emergency room and prescriptions.

High Deductible Health Plan (HDHP) — Like the PPO Plan, the High-Deductible Health Plan (HDHP) gives you the freedom to seek care from the provider of your choice. You will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the Cigna Network. In addition, the HDHP comes with the option of opening a health savings account (HSA) that allows you to save pre-tax dollars¹ to pay for any qualified health care expenses as defined by the IRS, including most out-of-pocket medical, prescription drug, dental and vision expenses.

You may contribute to your HSA through pre-tax payroll deductions to help offset your annual deductible and pay for qualified health care expenses. To be eligible for the HSA, you cannot be covered through Medicare Part A or Part B or Tricare programs. In addition, you cannot be covered by any health plan which includes first dollar coverage (including an FSA through your employer or spouse's employer).

Important: Your contributions, in addition to the company's contributions of \$1,000 for employee only and \$2,000 for employee plus one or employee plus family, may not exceed the annual IRS limits listed below.

HSA Contribution Limit	2024
Employee Only	\$4,150
Family (employee + 1 or more)	\$8,300
Catch-up (age 55+)	\$1,000

¹ tax free under federal tax law; state taxation rules may apply

DENTAL PLAN

Dental Plan — This plan offers you the freedom and flexibility to use the dentist of your choice.

- MEDICAL PLANS INCLUDING HSA
- DENTAL PLAN
- VISION PLAN
- FLEXIBLE SPENDING ACCOUNTS (FSA)
- PTO
- PAID HOLIDAYS
- RS PLAN
- 401K PLAN
- LIFE AND AD&D
- DISABILITY INSURANCE
- CO PFML
- VOLUNTARY BENEFITS (AFLAC)
- EMPLOYEE ASSISTANCE PROGRAM (EAP)
- VALUABLE EXTRAS
- COST OF BENEFITS



VISION PLAN

We offer employees an opportunity to enroll in a vision plan.

This plan through Vision Service Provider (VSP) covers eye exams, lenses, frames, and contacts. Members have the freedom and flexibility to use the provider of their choice. However, benefits are maximized and out-of-pocket costs are reduced if an in-network provider is used.

FLEXIBLE SPENDING ACCOUNTS (FSA)

We provide you an opportunity to participate in the Health Care FSA and/or the Dependent Care FSA.

With these accounts administered by HealthEquity, employees can set aside **pre-tax** dollars to pay for qualified health care and/or dependent care expenses. Contribution limits are as follows:

Health Care FSA — For 2024, employees may contribute up to \$3,200 to cover eligible health care expenses incurred by themselves, their spouse, and their children up to age 26. **NOTE:** Employees enrolled in the HDHP HSA medical plan, cannot participate in the Health Care FSA.

Dependent Care FSA — For 2024, employees may contribute up to \$5,000 (per family) to cover eligible dependent care expenses (\$2,500 if married and file separate tax returns).

Note: you cannot participate in the FSA if you are enrolled in the HDHP.

PAID TIME OFF (PTO)

16 hours of PTO accrues per month through the fifth year of employment beginning with the employee's first paycheck. The number of PTO hours accrued increases with length of employment after five years.

PAID HOLIDAYS

Holy Cross offices are closed for the following seven holidays; New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the Day after Thanksgiving and Christmas Day.

CO PAID FAMILY MEDICAL LEAVE (PFML)

Starting in 2024, paid family and medical leave benefits are available to most Colorado employees who have a qualifying condition. Paid Family Medical Leave is brought to you through Mutual of Omaha. This plan provides coverage to Colorado employees equal to the CO FAMLI coverage. Mutual of Omaha (private plan) Rates for Holy Cross Energy are 0.355% for both the employer and employee for 2024. Holy Cross Energy requires STD and CO PFML benefits run concurrently.

RETIREMENT SECURITY PLAN

A defined benefit retirement program is funded by Holy Cross Energy after employees meet a one year eligibility period. The retirement benefit formula is the product of .5%, times years of benefit service, times final average salary.

401K PLAN

Holy Cross Energy contributes a 14% base contribution plus up to a 4% matching contribution of employee's total wages to their 401(k) Plan after employees meet a one year eligibility period.

LIFE AND AD&D

We provide basic life and accidental death and dismemberment (AD&D) coverage at **NO COST**.

Employees also have the opportunity to purchase additional supplemental coverage at an affordable group rate.

Mutual of Omaha Basic Coverage — 2 times your annual earnings up to \$500,000 (minimum of \$100,000)

Mutual of Omaha Supplemental Coverage — Employee coverage: \$10,000 increments; minimum of \$10,000 up to \$500,000 or 5x salary; spouse coverage: \$5,000 increments; minimum of \$5,000 up to \$250,000 (not to exceed 100% of your additional life coverage); child(ren) coverage: up to \$10,000.



DISABILITY

We provide employer-paid Short-Term Disability and Long-Term Disability insurance.

Disability insurance through Mutual of Omaha provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

Short-Term Disability (STD) — Benefit amount is equal to 66.67% of the employees weekly earnings up to \$3,000. Benefits begin on 2nd day of disability or 8th day of debilitating illness for a maximum of 13 weeks.

Long-Term Disability (LTD) — Benefit amount is equal to 66.67% of the employees monthly earnings up to \$12,000. Benefits begin After 90th day of disability until Social Security Retirement Age.



VOLUNTARY BENEFITS

We provide employees an opportunity to purchase voluntary benefits at an affordable group rate through Aflac.

- **Accident Insurance:** Accident insurance can soften the financial impact of an accidental injury by paying a benefit to you to help cover the unexpected out-of-pocket costs related to treating your injuries.
- **Critical Illness:** With critical illness insurance, you'll receive a lump-sum benefit if you are diagnosed with a covered condition that you can use however you would like, including to help pay for: treatment (e.g. experimental), prescriptions, travel, increased living expenses, and more.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

We provide you with an Employee Assistance Program (EAP) at NO COST.

The EAP, administered by Triad EAP, provides confidential, around-the-clock assistance to help employees balance the demands of work, life and personal issues. Employees and their eligible family members have unlimited telephone access, resources and tools online, and up to four (4) free face-to-face counseling sessions per issue, per member, per year.

VALUABLE EXTRAS

We also offer the following additional benefits:

- Teladoc
- Regenexx Interventional Orthopedics
- Optavise Health Advocates
- Voluntary Identity Theft Protection
- Service Recognition Program
- PPE Contribution Program
- Tuition Reimbursement Assistance
- Special Purchase Privilege
- Transportation Incentive Program
- Employee Wellness Program
- Employee Volunteer Program
- Mortgage Assistance Program
- Ski Pass Check Out Program
- Rental Assistance Program
- Maternity/Paternity Leave

COST OF BENEFITS

Employee contributions toward the cost of benefits are automatically payroll deducted. The amount will depend upon the plan selected and who is covered. Employees are responsible for 10% of the medical and dental premiums. Basic life and AD&D, and short-term and long-term disability are provided at no cost to the employee. Employees are responsible for the full cost of the voluntary coverage, including vision, supplemental life and AD&D, accident, critical illness, and identity theft coverage.