



EMPLOYEE BENEFITS

MEDICAL & DENTAL INSURANCE

Our medical plan with Blue Cross & Blue Shield offers two deductible options. Monthly premiums are:

	\$1,750 Plan	\$3,200 Plan (QHDHP)
Employee Only	\$215.00	\$135.00
Employee + Child(ren)	\$460.00	\$300.00
Employee + Spouse	\$500.00	\$330.00
Family	\$670.00	\$445.00

We also offer a \$40 per month medical premium discount for employees who successfully complete an annual health screening. New employees receive the discount automatically.

Employees enrolled in the QHDHP (Qualified High Deductible Health Plan) are also eligible to enroll in a Health Savings Account. Great Plains Communications will contribute to employee HSA accounts based on the following minimum employee contributions:

	Minimum HSA Employee Contribution	GPC Monthly HSA Contribution
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Employee Only	\$20.00	\$62.50
Employee + Child(ren)	\$65.00	\$125.00
Employee + Spouse	\$65.00	\$125.00
Family	\$85.00	\$125.00

Our dental plan is with Ameritas. Monthly premiums are:

Employee Only	\$5.00
Employee + Child(ren)	\$11.00
Employee + Spouse	\$12.00
Family	\$20.00

New employees are eligible to enroll in medical and dental coverage on the first of the month coinciding with or following 30 days of service.

LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT

Life insurance equals two times the employee's annual salary. AD&D coverage is the same amount. Both plans are offered through Mutual of Omaha at no cost to the employee. New employees are eligible for coverage on the first of the month coinciding with or following 30 days of service.

SUPPLEMENTAL INSURANCE

Voluntary life, critical illness, cancer, and accident insurance are available through Colonial Life and Accident Insurance Company after 3 months of employment. Various types and levels of coverage are available. Premiums are payroll deducted.

VISION COVERAGE

Voluntary vision coverage is available through Ameritas. Monthly premiums are:

Employee Only	\$8.76
Employee + Child(ren)	\$15.20
Employee + Spouse	\$18.76
Family	\$25.20

PAID TIME OFF (PTO)

PTO is accrued per pay period. During the first year of employment, bi-weekly paid employees earn 3.08 hours of PTO each pay period; salaried employees earn 6.67 hours. 80 hours will be earned during the first year. PTO starts accruing the first day of employment; however, it may not be used for 3 months. PTO accruals increase at 1, 5, 15, and 25 years of service.

HOLIDAYS

We observe seven holidays each year including: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving (and the day after), and Christmas. If a holiday falls on a Thursday, the following Friday is also considered a holiday. If a holiday falls on a Tuesday, the preceding Monday is also a holiday.

WELLNESS PROGRAM

Employees and/or spouses may participate in our voluntary wellness program, GP Fitness & Fun. Points are awarded for various wellness activities. Points are redeemed annually for cash at \$0.50 per point.

SHORT- AND LONG-TERM DISABILITY

Short- and long-term disability insurance is provided at no cost to the employee through Mutual of Omaha. Employees are automatically enrolled in this plan after one year of employment. Coverage is available for absences due to an injury or illness lasting more than five working days. Short- and long-term disability replaces 66.67% of your salary.

401(K)

New employees are eligible to participate in our 401(k) plan, which includes a Roth 401(k) option, after three months of employment and after the age of 21. Employees may contribute up to the maximum allowable annually by the IRS. Great Plains Communications matches 50% of the first 6% of contributions plus 75% of the next 4% of pay you defer into your 401(k).

EMPLOYEE ASSISTANCE PROGRAM

Employees are immediately eligible to use our Employee Assistance Program (EAP). Best Care EAP provides free and confidential counseling services to employees and immediate family members.

EDUCATIONAL ASSISTANCE

Employees are eligible to participate in our educational assistance program after 1 year of employment. Great Plains Communications will pay for the cost of tuition, books and fees after a "C" grade or better is obtained from a class taken at an accredited college. There is a \$5,250 annual maximum.

TELEPHONE, CABLE TV, AND INTERNET CONCESSION

Employees living in a Great Plains Communications exchange where these services are provided are eligible for basic telephone, CATV, and internet concession after 3 months of employment. Additional services and internet speeds may be purchased by the employee.

PERFORMANCE APPRAISALS

New employees receive 6 & 12-month pay and performance reviews, and annually thereafter. Bi-weekly paid employees also receive a 3-month review.

DRESS CODE

Office employees enjoy a casual dress environment. Several positions are eligible for free or discounted company logo apparel.