



New Enterprise Stone & Lime Co., Inc.

P.O. Box 77 • New Enterprise, Pennsylvania 16664 • Corporate Office: 814-766-2211
Fax: 814-766-4400

Prevailing Wage Fringe Benefit Program

2023-24 Plan Year (5/1/23 to 4/30/24)

All Rates listed are on a per-hour basis

1. Health & Welfare

Coworkers within the Construction Division (HMA Paving & Heavy Highway Construction) do not pay coworker premiums through paycheck deductions. The full cost of coverage is paid by the Company, and the following amounts are credited against the Fringe Benefit Rate for each hour worked on prevailing wage jobs.

NESL Health Care PPO <u>or</u>	Coworker Only \$4.930	Coworker +1 \$9.860	Family \$14.790
NESL Health Care HSA 1 <u>or</u>	Coworker Only \$3.303	Coworker +1 \$6.606	Family \$9.909
NESL Health Care HSA 2	Coworker Only \$2.807	Coworker +1 \$5.615	Family \$8.422

Highmark Blue Cross Blue Shield
Suite 1033, Team 1866
120 Fifth Avenue
Pittsburgh, PA 15222
1-844-363-0131

Southern Scripts
Pharmacy Benefit Manager
411 Bienville Street
Natchitoches, LA 71457
1-800-710-9341

2. **Short-Term Disability, Life Insurance, and AD&D** \$0.272
3. **401(k) Retirement** \$2.500
Principal Financial Group
PO Box 9394
Des Moines, IA 50306
1-800-547-7754

Important Change: 401(k) matching dollars are also credited against the Fringe Benefit Rate. Any matching dollars are immediately 100% vested and will appear on the Fringe Statement. Please be cognizant of this when selecting your 401(k) paycheck deferrals.

Paid Time Off (PTO) *Funded on all hours worked. Accrued benefit is paid monthly.

40hrs Vacation + 80hrs Holiday & Sick	\$1.92
80hrs Vacation + 80hrs Holiday & Sick	\$3.19
120hrs Vacation + 80hrs Holiday & Sick	\$3.99
160hrs Vacation + 80hrs Holiday & Sick	\$4.79
*200hrs Vacation + 80hrs Holiday & Sick	\$5.59 (Grandfathered Coworkers)

4. **Supplemental Benefit Plan** (Contributions Sent Weekly) All Remaining Fringe Dollars¹
Direct Advisors, LLC
421 Loudon Road
Albany, NY 12211
518-362-2119

¹ If the coworker reaches a cap of 26 weeks of SUB weekly benefits at the end of the calendar year, any excess amounts are contributed to the coworker's 401(k) account.