



BENEFITS GUIDE 2024



QUESTIONS?

Connect with the Benefits Specialist at HR@tpt.org

BENEFITS SUMMARY 2024

TWIN CITIES PBS

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Twin Cities PBS is pleased to offer a comprehensive benefits package to our employees.

Benefits start date:	1 st of month following 30 days of employment
Eligibility:	Most plans require working a regular schedule of at least 20 hours per week; health plans require working a regular schedule of 30 hours per week for eligibility.
Pay Period:	Paychecks are issued every other week.

This document is a brief summary. Refer to the official plan documents for details. If there is any discrepancy between what is summarized here or any verbal descriptions of the plan and the official plan documents and contracts, the plan documents and contracts will govern.

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HEALTH PLAN – Medica

TPT offers health insurance through Medica with 4 plan options and 2 network options. Employees must work at least 30 hours per week to join the plan. Rates are shown per pay period.

Medica Passport Network				
	\$30 Copay Plan	\$25 - 25% Copay Plan	\$2000/\$4000 High Deductible Health Plan	\$3000/\$6000 High Deductible Health Plan
Employee Only	\$83.52	\$79.71	\$37.91	\$34.89
Employee + Spouse	\$263.07	\$249.39	\$159.20	\$146.53
Employee + Children	\$238.01	\$225.64	\$144.04	\$132.57
Family	\$350.76	\$332.51	\$212.27	\$195.38

Medica Elect Network				
	\$30 Copay Plan	\$25 - 25% Copay Plan	\$2000/\$4000 High Deductible Health Plan	\$3000/\$6000 High Deductible Health Plan
Employee Only	\$73.07	\$69.28	\$33.17	\$30.52
Employee + Spouse	\$230.18	\$218.21	\$139.30	\$128.21
Employee + Children	\$208.26	\$197.43	\$126.04	\$116.00
Family	\$306.91	\$290.95	\$185.73	\$170.95

DENTAL PLAN – Delta Dental

TPT offers dental coverage through Delta Dental Minnesota to all benefit-eligible employees who work at least 20 hours per week. Employees may see in-network or out-of-network providers.

Coverage Level	Premium per Pay Period
Employee	\$9.16
Employee + Spouse	\$18.04
Employee + Children	\$27.27
Family	\$36.99

HEALTH SAVINGS ACCOUNT (HSA)

Employees electing the high deductible health plan may contribute to an HSA to offset medical expenses. Maximum contributions are \$4,150/single or \$8,300/family for 2024, with a \$1000 catch-up for age 55+.

TPT makes Bi-Weekly contribution into HSA accounts beginning 2024!

FLEXIBLE SPENDING ACCOUNTS (FSA)

TPT sponsors flexible spending accounts to help you pay for everyday medical, childcare expenses and commuter/parking expenses on a pre-tax basis.

Flex Plan Type	Annual Pre-tax Contribution Limit
Medical Care	\$3,200
Dependent Care	\$3,200
Commuter Plan (Parking/Bus/Lightrail)	\$300 per month max

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LIFE AND AD&D

Term life and accidental death and dismemberment (AD&D) insurance is offered at no cost to employees. Coverage is equal to 2x your annual earnings up to a maximum of \$500,000, plus an additional \$20,000.

VOLUNTARY SUPPLEMENTAL LIFE AND AD&D

Employees may purchase additional term life and Accidental Death and Dismemberment (AD&D) insurance through Sun Life Financial Group.

VISION INSURANCE – EyeMed

TPT sponsors a vision plan that provides coverage for contacts, eyeglasses and frames at many retail stores around the country.

Coverage Level	Premium per Pay Period
Employee	\$2.09
Employee + Spouse	\$3.97
Employee + Children	\$4.18
Family	\$5.34

SHORT AND LONG TERM DISABILITY

TPT provides short-term disability (STD) and long-term disability (LTD) coverage at no cost to the employee. STD and LTD provide partial salary replacement due to medical disability.

VOLUNTARY WORKSITE BENEFITS

At open enrollment, employees may enroll in a choice of voluntary benefits, including critical illness insurance, critical accident insurance, and hospital indemnity.

VOLUNTARY LEGAL & IDENTITY THEFT BENEFITS

Employees may enroll in legal support plan and/or identity theft plan that provides specialized support.

401(k) RETIREMENT PLAN

TPT offers a 401(k) retirement plan with Principal Financial with automatic enrollment at 6%. The maximum salary contribution per year for 2024 is \$23,000 with a \$7,500 catch-up to those age 50+.

Employee Contribution	TPT Matching Contribution
1%	1%
2%	1.5%
3%	2.0%
4%	2.5%
5%	3.0%
6%+	3.5%

PARKING DISCOUNTS

Discounted monthly parking contracts are available at one ramp and one surface lot.

PAID TIME OFF

Employees will receive annual paid time off (PTO) benefits based upon their years of service. PTO is pro-rated for employees who work less than full-time.

Years of Service	Working Days
0-2	20
3-6	25
7-15	30
16+	35

HOLIDAY

TPT offers employees the following 14 paid holidays per year:

New Year's Day	Martin Luther King Day
Memorial Day	Juneteenth
Independence Day	Labor Day
Thanksgiving Day	Friday following Thanksgiving
Christmas Eve	Christmas Day
New Year's Eve Day	3 Floating Holidays

PAID PARENTING LEAVE

TPT offers a generous paid parenting leave for both birthing and non-birthing parents. All eligible new parents will receive 6 weeks of full-pay, and birthing parents will be eligible for typically an additional 6 weeks through short-term disability.

REFERRAL INCENTIVE PROGRAM

TPT recognizes the value of employee referrals. TPT will present employees with a cash bonus or a gift certificate for a referral that results in hiring the referred candidate.

- Staff members \$250
- Producers/Managers \$400
- Executive Producers/Directors \$600
- Part-time membership reps \$100

TWIN CITIES PBS MEMBERSHIP

Become a member and support TPT. Elections must be for at least \$2.50 per pay period. With your membership, you will receive a year's subscription to TPT Magazine, Daily Program Guide, as well as a Member Benefit Card, good for hundreds of dollars of discounts.

PET INSURANCE

TPT offers an option for pet insurance through PetPartners. Employees have the option to add cats and dogs. Multiple coverage options are available for all benefits eligible employees.

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