

# STRONG BENEFITS. SOLID FUTURE. BUILT FOR YOU.



PINE LAKE CORN  
PROCESSORS

At Pine Lake Corn Processors, you're not just clocking in. You're building something that matters. That's why we invest in benefits that support your health, your family, and your future.

## WHEN DO BENEFITS BEGIN?

Benefits are available the first of the month following 30 days of employment.

Coverage tiers available:

Employee Only | Employee + Spouse | Employee + Children | Family

## HEALTH COVERAGE THAT WORKS AS HARD AS YOU DO

### Medical Insurance

Choose the plan that fits your needs:

- Wellmark PPO (1000/2000 deductible)
- Wellmark High Deductible Health Plan (2000/4000 deductible)
  - Pre-Tax Health Savings Plan
  - Annual Wellness Screening Benefit

### Dental

- Delta Dental of Iowa

### Vision

- AVESIS
- No cost for employee coverage
- Dependents may be added (employee pays additional premium)

## PROTECTION & PEACE OF MIND

### Life Insurance

- \$50,000 life insurance benefit
- Provided at no cost to employee
- Cincinnati Life

### Long Term Disability

- Provided at no cost to employee
- Eligible after 180 days of employment
- Employee Assistance Program (EAP) included
- Standard Insurance

# **STRONG BENEFITS. SOLID FUTURE. BUILT FOR YOU.**

## **RETIREMENT: PLAN FOR TOMORROW WHILE YOU BUILD TODAY**

### **401(k) & Roth Options**

- Employer matches 50% of the first 6% you contribute (401k & Roth combined)
- 100% vested after 3 years
- Administered through Principal

### **Pension Plan**

- No cost to employee
- 100% vested after 5 years
- Administered through Principal

## **PAID TIME OFF**

Accrual increases with years of service:

- Less than 2 years: 10 days
- 2–5 years: 13 days
- 5–15 years: 15.5 days
- 15+ years: 20 days

(Accrual based on hours worked per 200-hour increments.)

### **Holidays**

- New Year's
- Memorial Day
- Independence Day
- LaborDay
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Eve
- Christmas Day

### **Funeral Leave**

Up to 3 days paid leave for immediate family member

## **QUESTIONS**

Contact Candi Schipper at  
(641) 868-2676 or  
[cschipper@pinelakecorn.com](mailto:cschipper@pinelakecorn.com)