

Release Your Potential at Mutual of Omaha



We are Mutual of Omaha, a financially strong, family-oriented company located in the heart of America, with solid, unflinching values. We are an insurance leader, one of the largest providers of individual and group insurance coverage in America, and one of Nebraska's largest employers.

CORE BENEFITS

MUTUAL OF OMAHA CORE BENEFITS

Insurance Coverage

As you would expect from one of the nation's leading insurance companies, Mutual of Omaha offers a comprehensive selection of medical, dental, vision, life and other insurance plans to employees.

To be eligible for benefits, regular full-time and part-time employees must be scheduled to work 30 or more hours per week. Employees become eligible for benefits the first day of the month following 14 days of continuous employment. If you have questions, contact the HR Hotline at (402) 351-3300 and select "1" for Benefits.

- **MEDICAL** – covers most hospital and physician services, including a prescription drug plan. Two medical deductible options are available so you can choose the plan that best fits your needs

- **DENTAL** – covers preventive care, basic services, major procedures and orthodontics
- **VISION CARE** – covers eye exams, frames and lenses for low copayments
- **DISABILITY** – you are automatically covered, at no cost, with a basic level of disability coverage and you have the option to purchase more
- **LIFE INSURANCE** – you automatically receive a basic amount of life insurance, equal to your annual benefit salary, at no cost to you and you have the option to purchase more. You can also purchase varying amounts of life insurance for your spouse and eligible children

Flexible Spending Accounts

With these accounts you can pay for certain expenses with pre-tax income. Each year, you can set aside up to \$5,000 before taxes for medical expenses and another \$5,000 for child care.

401(k) Long-Term Savings Plan

Mutual of Omaha will match your contributions dollar-for-dollar, up to the first 5 percent of your pay. The 401(k) Long-Term Savings Plan has immediate vesting.

Work Schedule and Paid Time Off

Flexible work hours, nine paid holidays, vacation based on years of service with accrual starting on your benefits effective date and five days of personal time granted each year.

Monthly Employee Premiums

	\$750/ \$1,500 Deductible	\$1,250/ \$2,500 Deductible	Dental	Vision
Employee	\$109	\$53	\$8	\$7.88
Employee + One	\$211	\$115	\$17	\$11.30
Employee + Family	\$320	\$187	\$30	\$20.20

**ADDITIONAL
BENEFITS**

**ADDITIONAL BENEFITS FROM
MUTUAL OF OMAHA**

In addition to our core benefits, Mutual of Omaha also provides an outstanding line-up of additional benefits designed to support both your work life and personal life.

Health Services – attain and maintain your optimum level of health with the assistance of our on-site nursing staff, including:

- **MATERNITY PROGRAM** – case management consultation for all expectant mothers, including on-site private lactation facilities for new mothers
- **ERGONOMICS** – designed to develop safe and productive work environments by promoting proper posture and positioning/use of equipment

Tuition Reimbursement – continue your education with assistance from Mutual of Omaha. We will reimburse up to 100 percent of eligible tuition costs with a maximum limit of \$200 per credit hour, up to an annual maximum of \$3,600 for regular full-time and part-time employees scheduled to work 30 or more hours per week and \$2,600 per calendar year for regular full-time and part-time employees scheduled to work between 20 and 30 hours per week.

Paid Time Off

- **HOLIDAYS** – nine paid holidays
- **VACATION** – the amount of vacation is granted based on years of service. New employees begin accruing on their benefits effective date. Total vacation in the first year is pro-rated based on start date and is accrued on each pay date (twice a month)

Years of Service	Vacation Days Each Year
5 years or less	10 days
Over 5 and up to 10 years	15 days
Over 10 and up to 15 years	17.5 days
Over 15 and up to 25 years	20 days
Over 25 years	25 days

- **PERSONAL TIME** – regular full-time and part-time employees scheduled to work 30 hours or more per week with three months of service or more are granted five days of personal time each year. Total personal time in the first year is pro-rated based on start date and is accrued on each pay date (twice a month). Five personal days, which do not carryover from year-to-year, are granted at the beginning of each calendar year
- **THE EXTENDED ILLNESS PLAN** – provides 70 percent of an employee’s base pay after a five-day waiting period and one full year of continuous employment scheduled to work 30 or more hours per week

Employee Assistance Program – make use of this free resource to enlist confidential, professional support for personal or work-related problems. Certified EAP professionals may be reached 24 hours a day, seven days a week by calling (800) 237-1439.

On-Site Services – Mutual of Omaha offers several on-site services to make your life a little less hectic.

- **DINING** – full-service dining is available in our spacious domed cafeteria
- **CONVENIENCE STORES** – sandwiches, soups, salads, candy, gourmet coffee, company merchandise, greeting cards, newspapers, etc.
- **VEHICLE RESCUE** – free jump-starts, flat tire service and unlocking due to keys locked inside the car or because of frozen locks
- **MIDTOWN CROSSING AT TURNER PARK** – Mutual is located in the heart of this dynamic, new urban neighborhood, with a mix of upscale and casual restaurants, retailers, movie theater, fitness center, condos and apartments. Midtown Crossing offers an array of opportunities to enjoy over lunch or after work
- **MUTUAL OF OMAHA BANK** – as an employee you have access to added benefits including preferred interest rates on money market accounts and certificates of deposit as well as home equity loans and lines of credit