

The Church's Plan

Our Comprehensive Benefit Package

Concordia Health Plan (CHP)

- Medical coverage including: PPO, HMO (selected locations), and Consumer Directed Health Plan options
- Health and Wellness tools including an online Health Assessment and 24-Hour Nurse Line
- Dental benefits
- Prescription drug benefits
- Mental health and substance abuse benefits
- Employee Assistance Program (EAP)
- Vision care benefits and hearing discount program
- Preventive medical and dental care benefits
- Personal Spending Accounts including: FSAs (Medical and Dependent Care), HSAs, and HRAs

Concordia Disability and Survivor Plan (CDSP)

- Income replacement during approved periods of disability
- Medicare Part B Premium benefit for disabled members in CHP
- Pre-retirement lump-sum death benefits (for worker and enrolled dependents)

Concordia Retirement Plan (CRP)

- Post-retirement lump-sum death benefits (for worker and enrolled dependents)
- Primary Retirement Benefit (PRB)
- Supplemental Retirement Account (SRA)
- Retirement Medical Supplement (RMS) - **ONLY through The Church's Plan**
 - ◆ Provides additional income to retirees for medical expenses
 - ◆ For members who retire at age 60 (or older) or meet the "Rule of 85" and have at least 15 years of RMS credits
 - ◆ Benefit Calculation: years of RMS credits times \$500
 - ◆ Paid as monthly annuity

Concordia Retirement Savings Plan (CRSP) - **ONLY through The Church's Plan**

- 403(b)(9) Tax-Deferred Savings Plan (**compliant with 1/1/09 IRS regulations**)
- Administered by MetLife
 - ◆ MetLife will send payroll information to employers for transmitting a worker's monthly contributions
 - ◆ Worker receives materials from MetLife and completes online CRSP enrollment
 - ◆ Worker completes and submits CRSP Salary Deferral Agreement to the payroll department or congregational treasurer
- Various investment options available
- Matching Contributions provide incentives for worker participation
 - ◆ Basic Match: 50% of the first 2% of "total compensation"* contributed by worker
 - Worker contributes 2% of total compensation, additional Basic Match of 1% of total compensation is added quarterly to worker's account by Concordia Plan Services
 - The Basic Match is included in the employer's contribution to *The Church's Plan* retirement program; it is not an additional expense
 - ◆ Optional Match: Employers can provide an additional 50% of the next 2% or 4% of a worker's contributions
- Account balance can be rolled into CRP at time of retirement and annuitized

How To Enroll In The Church's Plan

To enroll in *The Church's Plan*, employers must submit a Joinder Agreement to Concordia Plan Services. The benefits are effective on the first day of the month following the date the Joinder Agreement is received. You may download an agreement form from our Web site at www.ConcordiaPlans.org under "Resources" then "Forms," or obtain a copy by calling Concordia Plans Services at 888-927-7526.

2010 Cost of The Church's Plan

CHP rate: geographic pricing

CDSP rate of monthly compensation:

- 1.2% worker without dependents
- 2.25% worker with dependents

Retirement Program rates:

- Regular Basis - 8.7% of total annual compensation
- Full Basis - 11.7% of total annual compensation

The Retirement Program rate includes PRB, SRA, RMS, and CRSP. It also includes the CRSP Basic Match on worker contributions.

The Joinder Agreement, Salary Deferral Agreement, CHP Rates, and other important information can be found on our Web site at:
www.ConcordiaPlans.org

Contact Information:

Phone: 888-927-7526
E-mail: info@ConcordiaPlans.org
Web site: www.ConcordiaPlans.org