

Individual ED Fringe Calculation



EDUCATION PLANNING
& FINANCING

To comply with Department of Labor regulations, the cost paid by Nelnet for qualified benefit plans in which you are participating must equate to at least **\$4.02 per hour** or higher. This is effective on the first day you begin employment at Nelnet as an ED associate.

People Services calculates your hourly fringe benefit value to determine if you meet the \$4.02 requirement. Every associate's calculation varies based upon benefit plan elections, pay rate, length of service, and regular hours worked. Every time your enrollment in benefits or your pay rate changes, People Services will recalculate your fringe benefit value. Your current calculation is shown below.

Benefits That You Cannot Adjust	
<u>Benefit</u>	<u>Hourly Cost Paid by Nelnet</u>
Long Term Disability	0.0288
Company Paid Life	0.0213
Company Paid AD&D	0.0071
Employee Assistance Program	0.0129
Total Well-Being Strive	0.0162
Wellnet	0.2880
ETO Value	0.4561
FMLA Admin Fee	0.0230
Prior Month BenefitEd Payment	0.0000
Prior Yr Paid Medical Leave	0.0000
Prior Yr Tuition Assistance	0.0000
Prior Yr HSA Wellness Incent.	0.0000
Prior Yr HSA Spouse/Maternity Incent.	0.0000
Prior Yr Cash Wellness Incent.	0.0000
Prior Yr Fitness Reimbursement	0.0000
Prior Yr Weight Loss Reimbursement	0.0000

Note: The "Prior Yr..." amounts listed above represent benefits you received in the last calendar year and will not change for this year. However, you can account for the impact on next year's ED Fringe as you plan this year's participation in these benefits.

Benefits That You Can Adjust	
<u>Benefit</u>	<u>Hourly Cost Paid by Nelnet</u>
* Medical Value	0.0000
* Medical Premium Discount Value	0.0000
* Dental Value	0.0000
401K Match	0.5916
Parking	0.2134
Bus	0.0000

* These benefits can only be changed when you experience a qualifying event.

Summary

Total Hourly Cost Paid by Nelnet	1.6584
Current ED Fringe Hourly Rate	2.3616
	<hr/> 4.0200