

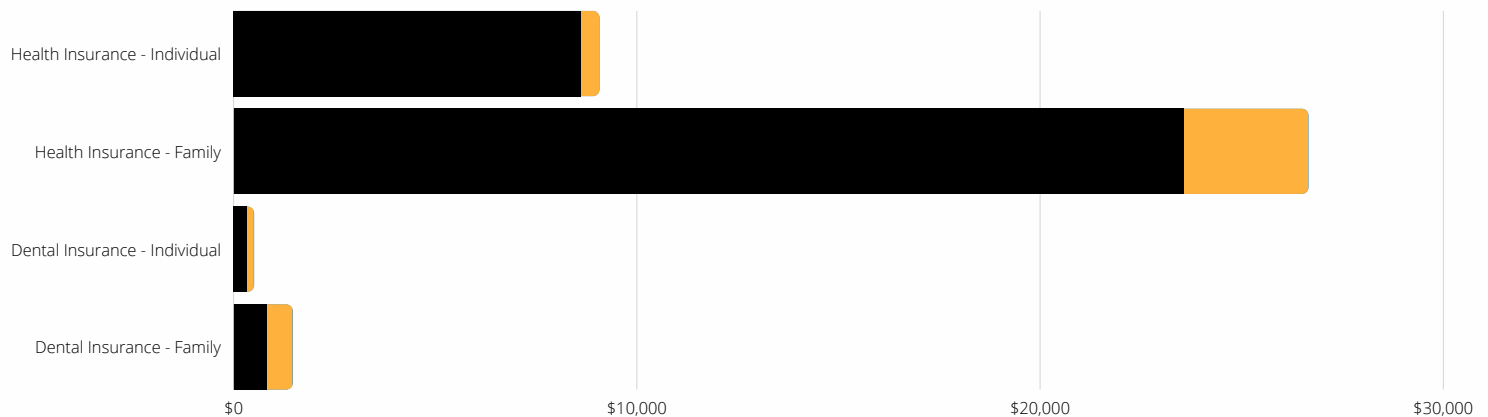
TOTAL COMPENSATION FOR SENIOR LEADERS

More Than a Paycheck



Understanding Your Total Compensation

At the Minnesota Judicial Branch, your total compensation is more than just a paycheck. Total compensation includes employer contributions to your healthcare insurance, retirement accounts, and more. The chart below breaks down the employer contribution of the annual benefits costs incurred by the Minnesota Judicial branch for eligible leaders.



MANAGER'S INCOME PROGRAM PLAN (IPP) OPTIONS FOR ELIGIBLE LEADERS

Manager's Income Protection Plan (IPP) is a combined life insurance and disability benefit available to eligible leadership employees. The Income Protection Plan offers two plans and two levels of coverage that employees can choose from, Plan A or Plan B. Within each of the plans, employees can choose an elimination period for the disability coverage. The elimination period is the period of time you must be totally disabled before benefits become payable.

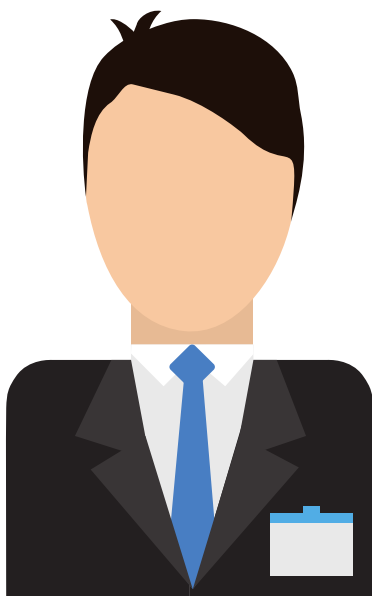
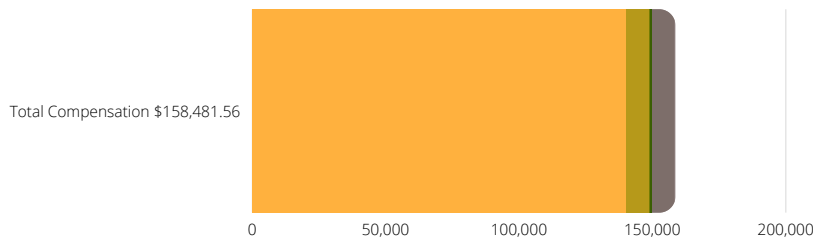
Manager's IPP Plan A provides an employer paid life insurance benefit equal to one and a half (1 ½) times annual salary, plus employer paid disability coverage with an elimination period of 150 days. Under this plan, employees also have the option of buying disability coverage with decreased elimination periods.

Manager's IPP Plan B provides an employer paid life insurance benefit equal to two (2) times annual salary, with no employer paid disability coverage. Employees in this plan may choose to purchase disability coverage with thirty (30), sixty (60), ninety(90), one hundred twenty (120) or one hundred fifty (150) day elimination periods.

Meet Esme

ANNUAL SALARY \$140,000
SELECTION: MANAGER'S IPP PLAN A
TOTAL ANNUAL COMPENSATION \$158,481.56

- Annual Salary (\$140,000)
- Health Insurance Employer Contribution - Individual (\$8,606.40)
- Dental Insurance Employer Contribution - Individual (\$325.88)
- Life Insurance (\$479.28)
- Retirement Employer Contribution of 6.25% of Annual Salary (\$8,750)
- Short-Term Disability Employer Contribution (\$320)



Meet Jordan

ANNUAL SALARY \$140,000
SELECTION: MANAGER'S IPP PLAN B
TOTAL ANNUAL COMPENSATION \$173,804.80

- Annual Salary (\$140,000)
- Health Insurance Employer Contribution - Family (\$23,550.48)
- Dental Insurance Employer Contribution - Family (\$805.68)
- Life Insurance (\$698.64)
- Retirement Employer Contribution of 6.25% of Annual Salary (\$8,750)

