

# Benefits for Your Changing Needs +

The plans work together to provide a total program for healthy living and financial protection for many different situations. Some plans are provided automatically and are 100% company paid. Others are optional and allow you to choose the coverage that fits your needs.

Our well-rounded benefits program supports your health and the health of your family, protects you against loss of income due to disability and helps you build your future financial security. Eligible family members include spouses, children and domestic partners.



**employee  
benefits**

## 2018-2019 Benefits Snapshot Internal Employees

### Meeting Your Health Needs

- **Medical**
  - UHC Choice+ 1,000 (PPO Plan)
  - UHC Choice+ 2,000 (HSA Plan)
- **Dental**
  - Aetna PPO Plan
  - Aetna DMO Plan
- **Vision**
- **Employee Assistance Program (EAP)**
- **Health Advocate**

### Save Money

Use network providers for Medical, Dental and Vision Care.

Medical & Vision – [www.myuhc.com](http://www.myuhc.com)

Dental – [www.aetna.com](http://www.aetna.com)

Health Advocate – [www.healthadvocate.com](http://www.healthadvocate.com)

### Meeting Your Financial Needs

- **Paid Time Off (PTO)**
- **Holidays**
- **401(k) Savings Plan**
- **Credit Union**
- **Basic Life Insurance**
- **Basic AD&D Insurance**
- **Supplemental Life Insurance**
- **Short-Term Disability (STD)**
- **Long-Term Disability (LTD)**
- **Flexible Spending Account (FSA)**
  - Health Care
  - Dependent
- **Commuter Reimbursement Program**
  - Transit
- **Health Savings Account (HSA)**
- **Employee Discount Program**

\* The Staffing Plus Plan Year runs June 1, 2018 to May 31, 2019.

# When You Are Eligible for Benefits

Benefits	When Your Benefit Begins	When Your Benefit Ends
Medical/Vision Insurance	First of the month after 30 days of employment	Last day of the month in which you were employed
Dental Insurance	First of the month after 30 days of employment	Last day of the month in which you were employed
Basic Life and AD&D Insurance	First of the month after 30 days of employment	Last day of your employment
Supplemental Life Insurance	First of the month after 30 days of employment	Last day of your employment
Short-Term Disability	First of the month after 30 days of employment	Last day of your employment
Long-Term Disability	First of the month after 30 days of employment	Last day of your employment
Health and Dependent Care Flexible Spending Accounts	First of the month after 30 days of employment	Last day of your employment
Commuter Reimbursement Program	First of the month after 30 days of employment	Last day of your employment
401(k)	1/1 or 7/1 following one year of service for employees 21 years of age or older	Contributions end with your last paycheck
401(k) Match	1/1 or 7/1 following one year of service for employees 21 years of age or older	Contributions end with your last paycheck
Credit Union	Immediate Eligibility	At your discretion
Health Advocate	Immediate Eligibility	Last day of your employment
Employee Discount Program	Immediate Eligibility	Last day of your employment
Health Savings Account (HSA)	First of the month after 30 days of employment	Last day of the month in which you were employed
Employee Assistance Program	First of the month after 30 days of employment	Last day of your employment
Holidays	Immediate Eligibility	Last day of your employment
Paid Time Off (PTO)	Immediate Eligibility	Last day of your employment

# Who Pays for Benefits

Company Pays	Employee Pays Contribution	Savings or Access to Financial Services
Medical/Vision Basic Life Insurance Basic AD&D Short-Term Disability (STD) Long-Term Disability (LTD) Employee Assistance Program (EAP) Health Advocate Employee Discount Program Holidays Paid Time Off (PTO)	Medical/Vision Prescription Dental Supplemental Life Insurance	401(k) Savings Plan <ul style="list-style-type: none"> <li>■ Company Matching</li> </ul> Credit Union Flexible Spending Accounts <ul style="list-style-type: none"> <li>■ Health Care</li> <li>■ Dependant Care</li> </ul> Commuter Reimbursement Program <ul style="list-style-type: none"> <li>■ Transit</li> </ul> Health Savings Account (HSA) Pre-tax Savings for Benefits

**Want to know more about Staffing Plus Benefits Programs?**  
**Contact Human Resources at 610.525.4000**

This communication highlights features of the Staffing Plus Inc. benefits program. If any conflicts arise between this communication and any Plan provisions, the terms of the actual Plan documents will govern in all cases. Staffing Plus Inc. reserves the right to change, modify or terminate the Plans at any time, including the right to require, or increase contributions from employees in order to continue any or all of the benefits described in this communication.

