

BENEFIT	WAITING PERIOD	Salaried FT	Admin Hrly FT	Hourly FT	Fill In Full Time	Regular Part Time	Fill In Part Time
Pension Plan, 403(b) Plans, Employee Assistance Plan	immediate (pension requires service hours - see SPD)	These benefits are available to ALL employees					
Company Paid Life Ins (1X salary) and AD&D	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	No	No	No
Dental	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	Yes	No	No
Voluntary Life (Self, Spouse, Children)	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	No	No	No
Flexible Spending (Dependent Care and Medical Reimb)	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	Yes	No	No
Health Advocate	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	Yes	No	No
Long Term Disability	Starts 1st of mo. after or coinciding with 3 mos in eligible class	Yes	Yes	No	No	No	No
Medical (enhanced benefits require PCF form)	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	Yes	No	No
Short Term Disability - Hourly	Starts 1st of mo. after or coinciding with 12 mos in regular class	No	No	Yes	No	No	No
Short-Term Disability - Salaried and Admin Hrly	Starts 1st of mo. after or coinciding with 3 mos in regular class	Yes	Yes	No	No	No	No
Teladoc	Starts 1st of mo. after or coinciding with 1 mo in eligible class	Yes	Yes	Yes	No	Yes	No
Rx Help Center - not in UltiPro yet	same as health plan - <u>employees can only use if ON the health plan.</u>	Yes	Yes	Yes	Yes	No	No