

## List of Benefits

Benefit	Carrier/Coverage	Effective
Medical	BCBS HMO - Blue New England Enhanced Value	1 <sup>st</sup> of the month after DOH
Medical ( <i>Employees outside NE</i> )	BCBS PPO - Blue Care Elect Enhance Value	1 <sup>st</sup> of the month after DOH
Dental	Delta Dental	1 <sup>st</sup> of the month after DOH
Vision	EyeMed Vision Care	1 <sup>st</sup> of the month after DOH
Group Life/ AD&D	Sun Life Assurance Company	Date of Hire
Long Term Disability	Sun Life Assurance Company	Date of Hire
Short Term Disability	Sun Life Assurance Company	Date of Hire
Long Term Care	UNUM ( <i>eligible to buy additional coverage</i> )	1 Year from Date of Hire
Voluntary Coverage	Aflac Cancer Insurance* Aflac Accident Insurance* Aflac Hospitalization Indemnity* Aflac Lump Sum Critical Illness*	1 <sup>st</sup> of the month after Enrollment
	InfoArmor Identity Protection	1 <sup>st</sup> of the month after Enrollment
	Nationwide Pet Insurance	1 <sup>st</sup> of the month after Enrollment
	UNUM Supplemental Life & AD&D Insurance UNUM Supplemental Individual Disability	Date of Hire
Flexible Spending	Health Equity	HCRA Maximum = \$2,850** DCRA Maximum = \$5,000
401K Retirement	Transamerica	After 90 days of employment 6% Company Match
Paid Time Off	Accrued pro rata per pay period each year	1-4 Years      3 weeks 5- 9 Years     4 weeks 10+ Years     5 weeks
Personal Days	Up to 2 days depending on hire date	Hired 1/1 thru 6/30 = 2 days; Hired 7/1 & after = 1