

2018 Benefits at a Glance

Benefits	Coverage Begins	Description	Employee Contribution
Holidays	After completing 1,040 hours and while engaged on an ongoing assignment.	New Year's Day, Independence Day, Labor Day, Thanksgiving Day, Christmas	100% Employer Paid
Paid Time Off	Eligible after completing 1,040 hours and while engaged on an ongoing assignment.	Eligible to receive 10 days of PTO annually. You become eligible after surpassing 1040 billable hours. Not payable on prorated basis.	100% Employer Paid
Health Insurance	Eligible after completing a mandatory 320 hour enrollment period and while active on an assignment.	Options available through United Healthcare. See current options below.	Shared Expense. MB pays for the employee. The employee pays for any dependents. Option to pay out of pocket to enroll in Platinum plan.
Dental Insurance	Eligible after completing a mandatory 320 hour enrollment period and while active on an assignment.	Options available through United Healthcare	Shared Expense. MB pays for employee. The employee pays for any dependents.
Jury Duty	For Full-time Employees Immediately Upon Hire	Paid difference between normal rate of pay and jury duty pay for 5 days.	Shared Expense
Life Insurance	Eligible after completing a mandatory 320 hour enrollment period and while active on an assignment.	Must complete insurance form. May also be covered under Accidental Death and Dismemberment.	100% Employer Paid
Workers' Compensation	Immediately Upon Hire	Covers on the job injuries	100% Employer Paid
401(k)	Following one month of service and if 21 years of age.	Pre-taxed dollars can be set aside through Merrill Lynch. You can contribute up to 100% of your salary as long as in IRS limit for the year.	Administration is 100% Employer Paid
Employee Assistance Program (EAP)	Immediately Upon Hire	Provides employees and dependents short-term confidential counseling which addresses personal concerns, financial referrals, legal referrals, and a personal assist to help with various life activities such as party or vacation planning, etc.	100% Employer Paid

HEALTH - Options provided by United Healthcare

Option 1: UHC GOLD Choice Plus #10 (CYT) - 100% covered by Mediabarn

Deductibles		Out of Pocket Max		Office Copays		Coinsurance		Pharmacy
Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network	
\$500/\$1,000	\$2,000/\$4,000	\$4,500/\$9,000	\$6,000/\$12,000	\$15/\$30	NA	80%	70%	\$10/\$40/\$75

Option 2: UHC PLATINUM Choice Plus #2 (CWQ) - Employee responsible for increased cost from GOLD Option

Deductibles		Out of Pocket Max		Office Copays		Coinsurance		Pharmacy
Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network	
NONE/NONE	\$4,000/\$8,000	\$3,000/\$6,000	\$10,000/\$20,000	\$15/\$30	NA	100%	70%	\$50 DED - \$10/\$40/\$75

DENTAL - Provided by United Healthcare

UHC DPPO (P0095) - 100% covered by Mediabarn

	Benefit	In /Out		Benefit	In /Out
Plan Maximums	Annual In/Out of Network Ortho Lifetime	\$1,500 /\$1,500 NA /NA	Coinsurance	Preventative Minor Restore Endo/Perio/Oral	100% /100% 80% /80% 80% /80%
Deductible	Individual/Family	\$50 /\$150		Major Services	50% /50%
Waiting Period	Major Services	No Wait		Orthodontia	NA/NA

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This is not a contract of binding agreement. The above information is provided in summary for ease comparison only. Refer to your plan booklet and handbook for actual details. In the event there is a discrepancy between the information presented here and the actual plan document, the plan document controls.