EMPLOYEE BENEFITS SUMMARY

EMPLOYEE CLASSIFICATION
- Regular Full-Time Employees are defined as working 40+ hours per week and 12 months a year.
- Regular Part-Time – Benefit Eligible Employees are defined as working an average of 30 hours or more per week over a 12-month period of time.
- Regular Part-Time Employees are defined as working less than 40 hours per week and 12 months a year.
- Temporary Part-Time Employees are defined as working less than 40 hours per week and/or less than 12 months per year.

MEDICAL/VISION PLANS - ALL PLANS CARRIED BY UPMC HEALTH PLAN

WHO IS ELIGIBLE? Full-Time and Part-Time – Benefit Eligible Employees

<table>
<thead>
<tr>
<th>MEDICAL OPTION 1</th>
<th>MEDICAL OPTION 2</th>
<th>MEDICAL OPTION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPO $1,000 Deductible, HRA – 10% Coinsurance</td>
<td>EPO $4,000 Deductible, HRA – 0% Coinsurance</td>
<td>EPO $5,000 Deductible, HSA – 0% Coinsurance</td>
</tr>
<tr>
<td>• Physician office visits - $10 copayment per visit</td>
<td>• Physician office visits - $20 copayment per visit</td>
<td>• Physician office visits - $0 after deductible</td>
</tr>
<tr>
<td>• Specialist office visits - $20 copayment per visit</td>
<td>• Specialist office visits - $40 copayment per visit</td>
<td>• Specialist office visits - $0 after deductible</td>
</tr>
<tr>
<td>• Health Reimbursement Account (HRA) – Employee pays the first 50% of the deductible and employer covers the second 50% of the deductible</td>
<td>• Health Reimbursement Account (HRA) – Employee pays the first 50% of the deductible and employer covers the second 50% of the deductible</td>
<td>• Health Savings Account (HSA) – Employee can choose to set up an HSA through UPMC to save pre-tax money for medical expenses</td>
</tr>
</tbody>
</table>

PRESCRIPTION DRUGS NETWORK OF PROVIDERS

30-DAY SUPPLY
- Generic Drugs - $15 copayment
- Preferred Brand Drugs - $30 copayment
- Non-Preferred Brand Drugs - $50 copayment

VISION CARE EXAM ONLY WITH COPAY
- $15 copayment per vision exam
- Once every 24 months for adults and children

VISION CARE PREMIER
- Once every 12 months for adults and children
- Lens and frame reimbursements available

DENTAL PLAN - CARRIED BY UPMC

WHO IS ELIGIBLE? Full-Time, Part-Time – Benefit Eligible and Regular Part-Time Employees
- Diagnostic & Preventive Care – 100%
- Basic Services – 80%
- Major Services – 50%
- Orthodontics – Not Covered
- Deductible – None
- Plan Year Maximum - $1,500

DISCOUNT SERVICES ON THE LEARNING LAMP PROGRAMS

WHO IS ELIGIBLE? Full-Time, Part-Time – Benefit Eligible and Regular Part-Time Employees working 30 hours a week or more AND 12 months out of the year.
- 50% off tutoring services
- 50% off hourly child care services (before and after care, extended hour care)
- $12 per day for daily child care services for infant through older toddler (6 weeks – 2 years)
- $9 per day for daily child care services for preschool through school-age (3 – 12 years, includes Summer Camp and Kid’s Day Out)
LIFE/AD&D/SHORT TERM DISABILITY/LONG TERM DISABILITY

**WHO IS ELIGIBLE? Full-Time Employees**
- Company Paid Benefit — 100%
- Carrier – OneAmerica
- Life/AD&D Plan Design - $25,000 death benefit
- Short Term Disability Plan Design – 60% of weekly earnings to a maximum of $1,000 per week
- Long Term Disability Plan Design – 60% of monthly earnings to a maximum of $6,000 per month

SUPPLEMENTAL INSURANCE

**WHO IS ELIGIBLE? Full-Time, Part-Time – Benefit Eligible and Regular Part-Time Employees**
- Carriers – Colonial Life and Washington National
- Insurances available include: disability, life, cancer, and accident

EMPLOYEE ASSISTANCE PROGRAM (EAP)

**WHO IS ELIGIBLE? All Employees**
- Provider – Croyle–Nielsen Therapeutic Associates
- Free professional counseling for employees and their family members residing in the same home.
- 6 sessions per year
- Locations – Johnstown: 814-266-3196 • Somerset: 814-701-2898

RETIREMENT PLAN

**WHO IS ELIGIBLE? Full-Time (eligible upon hire), Part-Time – Benefit Eligible, Regular Part-Time and Temporary Part-Time Employees (eligible after 1 year of service if 1000 hours of work were completed in their first year of service)**
- Cost Per Pay – Employee decides on a fixed amount per pay
- 403(b) Carrier – 1st Summit Bank
- 403(b) Plan Design – Investment choices with Alerus

**529 EDUCATION SAVINGS PLAN**

**WHO IS ELIGIBLE? All Employees**
- Cost Per Pay – Employee decides on a fixed amount per pay
- 529 Carrier – 1st Summit Bank
- 529 Plan Design – American Funds

CREDIT UNION MEMBERSHIPS

**WHO IS ELIGIBLE? All Employees**

**G.A.P. Federal Credit Union**
- Cost – Free to employees
- Website: gapfcu.org

**USSCO Federal Credit Union**
- Cost – Free to employees
- Website: usscofcu.org

EMPLOYEE PERKS

**WHO IS ELIGIBLE? All Employees**

**HOLIDAY CLUB**
- Employee decides on a fixed amount per pay
- Deductions can be changed on a yearly basis
- Christmas Club accounts though 1st Summit Bank
- Sign up restricted to enrollment period annually in September

**GYM MEMBERSHIP**
- Location – East Hills Recreation, 101 Community College Way (Penn Highlands Community College)
- Cost – $25 per month

**MOVIE TICKETS**
- Cost – $6.25 per ticket
- Location – Richland Cinemas ONLY
- Tickets available for purchase at Main Office from 8 a.m. to 4 p.m. - see receptionist upon arrival

For more information or questions on any of the benefits listed, please reach out to the Human Resources team.

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