

August 1, 2019

to

July 31, 2020

SCA Benefit Summary

Thank you for your interest in joining the Absolute Staffers Team! Our Company is dedicated to providing outstanding Nationwide Healthcare, Administrative and Information Technology services to our Federal and Commercial clients.

We recognize the proactive approach needed to recruit in today's labor market, which is why we continuously strive to offer our employees an innovative and competitive benefits package that will meet both their short-term and long-term financial goals. If at any time you should have questions regarding the information below, we have benefit specialists readily available to assist you.

Benefits Eligibility: available to Regular employees working a minimum of 30 hours per week. Coverage is effective the first of the month following 30 days of eligibility. Employees are offered an Exclusive Provider Organization (EPO) plan through *United HealthCare (UHC)*. The EPO plan offers access to in-network providers from their broad national provider network available throughout the United States. A brief summary of costs to be expected can be found in the chart below. An insurance card will be mailed to the employee when the benefits that have been selected become effective.

Employees contribute 100% of the monthly premiums for their dependents. The contribution amount is determined by the level of coverage the employee has selected for their families.

*Semi-Monthly Pay Period Deduction		Employee Cost
*Mandatory UHC Choice Plus EPO Medical Plan	*Employee	No Charge
	Employee + Spouse	\$183.96
	Employee + Child(ren)	\$174.76
	Employee + Family	\$358.72
Voluntary UHC Dental Plan	Employee	No Charge
	Employee + Spouse	\$10.28
	Employee + Child(ren)	\$12.18
	Employee + Family	\$24.08

Voluntary UHC Vision Plan	Employee	No Charge
	Employee + Spouse	\$4.37
	Employee + Child(ren)	\$5.97
	Employee + Family	\$10.39

*Ancillary Benefits		Benefit Summary
<p><i>*SCA Employees are automatically enrolled in Disability Insurance. <u>H&W</u> will be used to cover employee-only premiums, per SCA policy. Dependent rates are based on multiple factors. For more information, please consult with an Absolute Staffers benefit specialist.</i></p>	Life AD&D	\$25,000.00
	Short-Term Disability	66.67% up to \$1,500 (max weekly earnings)
	Long-Term Disability	60% up to \$7,500 (max per month)
Other Voluntary Coverages		
Flexible Spending Account	Plan Limits	Medical \$2,700.00 Dependent Care: \$5,000.00 \$500/ year rollover if not used. A Flexible Spending Account (FSA) is another way to use pre-tax dollars for health care and dependent expenses. Limits are issued by the U.S. Government and are subject to change per approved legislation each plan year.
	<p>FinFit is a comprehensive independent Financial Wellness employee benefit that offers a variety of tools and education to assist employees in meeting their financial goals. The following benefits are FREE to all employees</p> <ul style="list-style-type: none"> Personalized financial wellness assessment Online education, tools, and credit resources 	<p>Short-term employee loans for emergencies and unexpected events.</p> <p>*loan approvals are based on individual qualifications.</p> <p>A smarter alternative to 401k loans, payday loans, and payroll advances.</p>
Employee Assistance Program	<ul style="list-style-type: none"> Employer-provided, FREE to all employees and your dependents Confidential, professional telephonic counseling available 24/7 Personal Assistant <ul style="list-style-type: none"> ✓ Travel coordination ✓ Child and elder care referral services ✓ And much more! Personal online profile with work & life resources and training 	

	courses <ul style="list-style-type: none"> • Health and wellness program • 30 min legal consultation and referral 	
Working Advantage	Employee Discount Program FREE to all employees	<ul style="list-style-type: none"> ✓ Shopping ✓ Entertainment ✓ Travel ✓ Theatre & Events
401k Retirement	Non-Elective 401(k) Plan (Employer Contributed) *Must be 21 years of age and meet a three(3) month service eligibility requirement.	Remaining H&W balance will be contributed into SCA employees Non-Elective Retirement Plan after medical, dental, vision, life, STD, LTD allocations.

Trust, Excellence, Integrity, Diversity, Respect-The Absolute Way