



Auxiliary Services Corporation

Full Time Employee Benefits Summary

Auxiliary Services Corporation provides benefits after 30 days and then to the 1st of the month waiting period unless otherwise stated. Please refer to the Health and Welfare Benefit Summary Plan Description and Pension Summary Plan Description for details.

1. Health, Vision, Dental Insurance

Health, Vision, Dental Insurance is provided to all full time employees. Coverage will begin on the *first of the month* after completion of the 30 day waiting period. Employees share the cost of this insurance coverage.

Your insurance will begin on ____ / ____ / ____ Number of months ____ Number of payrolls ____

(Formula to find out how much you will pay each paycheck:

Take cost per month multiply by Number of Months divide by Number of payrolls)

Health Insurance Comparison

| Coverage | HMO 25 | PPO | HSA/High Deductible |
|--------------------------------|--|--|---|
| Individual Cost per month | Employee pays: \$101.98 ASC pays: \$713.86 | Employee pays: \$113.49 ASC pays: \$794.45 | Employee pays: \$51.66 ASC pays: \$361.64 |
| Single Plus One cost per month | NA | Employee pays: \$460.46 ASC pays: \$1381.38 | Employee pays: \$209.60 ASC pays: \$628.82 |
| Family Cost per month | Employee pays: \$503.09 ASC pays: \$1509.27 | Employee pays: \$566.00 ASC pays: \$1698.00 | Employee pays: \$257.65 ASC pays: \$772.94 |

Please see your summary plan description for more detailed information and procedures for filing claims.

Vision / dental Insurance Comparison

| Coverage | | Individual | Family |
|---------------------------------------|-------------------------------------|-----------------------------|------------------------------|
| Vision cost per month | | Emp: \$.49 ASC: \$3.43 | Emp: \$2.65 ASC: \$7.95 |
| Vision Exam (every 2 yrs.) | \$100 | | |
| Vision Lens (every 2 yrs.) | \$100-\$180 | | |
| Vision Frames (every 2 yrs.) | \$80 | | |
| Dental | | Emp: \$2.21 ASC: \$15.44 | Emp: \$12.02 ASC: \$36.08 |
| Dental exam/cleaning (every 6 months) | \$84.99 | | |
| Sealant, fillings, oral surgery | Up to Max. allowance | | |
| Crowns, dentures, periodontics | \$50 deductible then Max. allowance | | |
| Dental Annual Maximum | \$2000 | | |

Please see your summary plan description for more detailed information and procedures for filing claims.

2. Premiums Only Plan / Medical and Dependent Daycare Flexible Spending

As an employee of ASC, you are able to pay the above premiums before taxes. This pre-tax option allows you to avoid paying social security, state and federal taxes.

ASC also has a program where employees can enjoy substantial tax savings for medical, dental, vision expenses not covered by insurance and for daycare expenses for children and elderly dependents. Review the Summary Plan Description for more details.

3. Pension Plan

TIAA- CREF administers Auxiliary Services pension plan. You are eligible to make pre-tax contributions. After one year of service, ASC will begin making a contribution of 10% of your annual compensation on your behalf as of the first pay period of the next calendar quarter if the employee contributes 2%. Review the Summary Plan Description for more details.

4. Life insurance

Life Insurance is provided through The Guardian Life Insurance Company. The amount of insurance is based on the employee's annual salary or a minimum of \$10,000. Review the Summary Plan Description for more details.

5. Long Term Disability - NON BARGAINING UNIT EMPLOYEES ONLY

Long Term Disability provides for income replacement of 66.6% after a 180 day waiting period. Some pre-existing exclusions and disabilities apply. Review the Summary Plan Description for more details.

6. Holidays

The rate for holiday pay/accrual will be 20% of the scheduled weekly hours. Employees must be scheduled for work during the work week (Monday through Sunday) in which the holiday falls to be eligible for holiday pay. Bargaining Unit employees must work the holiday if scheduled on the day of the holiday to receive payment for that holiday.

Recognized holidays: New Years Day, Martin Luther King Jr. Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day, Christmas Day.

The maximum amount of holiday time an employee can accrue/earn is 96 hours.

7. Vacation Time

| Length of Service | Non-exempt full time employees vacation accrual schedule | |
|-------------------|--|---|
| | | Vacation Accrual |
| 1 year | | 10% of scheduled weekly hours per month |
| 2 year | | 15% of scheduled weekly hours per month |
| 3-4 years | | 20% of scheduled weekly hours per month |
| 5-9 years | | 25% of scheduled weekly hours per month |
| 10 years and over | | 30% of scheduled weekly hours per month |

Exempt Employees

All exempt full time employees will accrue/earn vacation time at 15% of their scheduled weekly hours per pay period. The maximum amount of vacation time that any employee can accrue/earn is 225 hours.

8. Emergency Paid Time Off (EPTO)

This time is to be used for your illnesses, your immediate family's illnesses, and any personal emergencies. Review the Employee Handbook and ASC/CSEA Contract for more details.

Non-Exempt Employees

Full-time non-exempt employees will accumulate 20% of weekly scheduled hours per month.

Exempt Employees

Full-time exempt employees will accumulate 20% of weekly scheduled hours per pay period.

The maximum of EPTO time and employee can accrue/earn is 1040 hours.

9. Meals and employee purchase policies

Food is consumed on the premises during approved breaks. Employee discounts are available in the College Store on items other than textbooks, sale items, and electronics. Employees may create a Privilege account and receive a discount on any retail dining services items they wish to purchase.

10a. Bargaining Unit Dining and Janitorial Employee– Non slip shoes

ASC will provide dining and janitorial employees with work shoes with slip-resistant soles, with a value up to \$50. Employees will be responsible for the difference between the stated reimbursement amount and the actual cost of the shoes they select.

Approved non-slip shoes are:

New Balance Slip-resistant
Keuka Sure Grip
Tred Safe by Walmart
Payless SafeTstep

Timberline Pro
Lehigh Slip grips
Sketchers Work
Or any footwear that meets ANSI Z41.1-1991

What to do:

Footwear may be purchased from August 1 to September 15 of each year. Receipts with proof of the type of footwear purchased must be provided by September 15 to the Human Resources Office. ASC will reimburse for the cost of one pair of footwear, exclusive of sales tax or shipping, up to \$50 for non-slip shoes. Reimbursements will be made no later than September 25th.

New employees will be eligible for reimbursement of footwear after 30 days of employment and then to the first of the month and must wear shoes with non-slip soles until such time. New employees will have 30 days from the first of the month to provide the receipt and proof of footwear purchased to Human Resources.

10b. Bargaining Unit Receivers and Maintenance Employee – Steel-toed safety shoes

ASC will provide receivers and maintenance employees with steel-toed safety shoes, with a value up to \$100. Employees will be responsible for the difference between the stated reimbursement amount and the actual cost of the shoes they select.

Approved steel-toes safety shoes:

Wolverine slip resistance steel-toe mid and low athletic
Meridian Potomac Wolverine Slip resistant steel toed English Moc
Wolverine Slip resistant Steel toes static dissipating mid and low athletic
or any footwear that meets ANSI Z41.1-1991

Hudson Wolverine Steel-toe Hiker
Wolverine Non-metallic hiker
Brighton Wolverine steel-toe Hiker

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11. Credit Unions

ASC is an affiliated employer with Two Credit Unions – Cornell Federal Credit Union and Summit Federal Credit Union. Brochures and more information are available in the Human Resources Office.

12. Parking

ASC will pay the parking permit for employees. A parking hang tag fee per vehicle is the employee's responsibility.

