

STARS

Strategic Administrative & Reimbursement Services
LLC

Benefits at a Glance – Full time

I. Upon Employment:

- Group Health Insurance-BC/BS
 - Two different plan options:
 - Both are High Deductible Plans with Health Savings Account
 - Annual contribution \$1700 for single or \$3100 for family prorated based on DOH

*Note-If your spouse has health care coverage with an employer they are not eligible for our plan unless the plan costs greater than \$200 a month for single coverage AND the deductible is more than \$1500

- Dental Insurance- Delta Dental
 - No premium for single or plus kids
- Group Vision Insurance- MetLife
- Flexible Spending Account (Section 125)
- Holiday Pay
- Employee Assistance Program
- Tuition reimbursement -up to \$6000 per year (per policy guidelines)

HMO Plan w/ wellness participation:

Employee: \$15.00/pay period

Employee + 1: \$36.00/pay period

Employee + family: \$57.00/pay period

PPO Plan w/wellness participation:

Employee: \$24.00/pay period

Employee + 1: \$59.00/pay period

Employee + family: \$82.00/pay period

DENTAL PREMIUMS:

Employee: \$0

Employee + kids: \$0

Employee + spouse or family (spouse plus kids):

\$30.00/pay period

II. Upon 60 days of continuous service:

- Jury Duty Pay
- Bereavement Leave Pay
- Paid Time Off (3 weeks/yr - accrued from date of hire)

III. Upon 90 days of continuous service:

- Group Life Insurance – 1 ½ x your income (up to \$50,000)
- Options to purchase voluntary supplemental Life Insurance for yourself, spouse and children
- 401(k) Plan
 - Employee is eligible to contribute the first day of the month following 90 days of continuous service

IV. Upon 6 months of continuous service:

- Long Term Disability

V. On the first day of the month following one full year of continuous service and 1,000 hours you are eligible for company contribution to 401K plan

- 7% contribution- the company will contribute 5% initially and then match the last 2% if you contribute 2%

VI. After 1 year of service:

- Short Term Disability