



OVERVIEW OF BENEFITS PACKAGE FOR PART-TIME EMPLOYEES

Dental	<ul style="list-style-type: none">All employees are eligible. The employee pays 100%. Costs per pay period effective January 1, 2018 through December 31, 2018 are: <table><tr><td>Family</td><td>\$55.05</td></tr><tr><td>EE + 1</td><td>\$30.10</td></tr><tr><td>Single</td><td>\$14.15</td></tr></table>	Family	\$55.05	EE + 1	\$30.10	Single	\$14.15
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EE + 1	\$30.10						
Single	\$14.15						
Pension	Part-time employees are eligible if and when they have worked 1000 hours in one year and have been working at REAL Services for one year. The pension accumulates at a rate of 5% of the employee's salary per month.						
Tax-Deferred Annuity*	Employees may contribute to a Tax Deferred Annuity beginning on their first pay period. Our Plan is now an Automatic enrollment Plan – meaning if an employee has not opted OUT, he/she will automatically enroll in the Plan at 4% per pay period starting with their second pay period in a Qualified Default Investment Alternative (QDIA) configured by Principal based on his/her age.						
Roth Annuity*	All employees can contribute to an After-Tax Annuity beginning on their first pay period.						
*Annuity contributions may be a combination of both Tax-Deferred and Roth.							
Sick Leave	5 sick days a year at 6 months of employment. 10 sick days a year at 1 year of employment. 15 sick days a year at 3 years of employment. Sick days can be accumulated up to 125 days. (available for use after 6 full calendar months) Part-time employees have sick time accrued in <u>hours</u> .						
Vacation Days	Vacation is accrued at .84 days of vacation per month through 36 months of employment (equals 10 days a year), 15 vacation days at 3 years of employment, 20 vacation days at 9 years of employment (Maximum)						

Part-time employees have vacation time accrued in hours.

A new employee may start using their accrued vacation after one full calendar month of employment. Vacation must be used in the year it is earned.

Holidays

Most part-time employees receive 8 1/2 part-time days a year and one floating holiday per calendar year. Because Nutrition Sites are open on New Year's Eve, Nutrition Site Directors receive the following paid holidays, in addition to one floating holiday per calendar year.

New Year's Day	January 1, 2018
Memorial Day	May 28, 2018
Independence Day	July 4, 2018
Labor Day	September 3, 2018
Thanksgiving	November 22, 2018
Day after Thanksgiving	November 23, 2018
Christmas Eve	December 24, 2018
Christmas	December 25, 2018
New Year's Eve	December 31, 2018 (1/2 Day p.m.)

Employees may select one additional holiday from the list of floating holidays: Martin Luther King Day, Presidents Day, Dyngus/Solidarity Day, Columbus Day, Veterans Day, Employee's Birthday, Election Day, or a religious Holiday selected by the Employee (including Good Friday).

Updated January 2, 2018