

	Benefit	Full Time (FT) 35 scheduled hours or more per week	Part Time 30 (PT30) 30 - 34 scheduled hours per week	Part Time Variable (PTV) Up to 29 scheduled hours per week
Health	Medical Insurance (also eligible for company paid HRA)	√	√	
	Dental Insurance	√		
	Vision Insurance	√	√	
	Life and AD&D (Company Paid)	√		
	Flexible Spending Accounts (FSA & DCFSA)	√	√	
Ancillary Voluntary Plans	†401K Retirement Plan with Company Match	√	√	√
	Employee Stock Purchase Plan	√	√	√
	‡Voluntary Life Insurance (spouse and child(ren) coverage available)	√	√	√
	‡Accident Insurance	√	√	√
	‡Hospital Indemnity Insurance	√	√	√
	‡Critical Illness Insurance	√	√	√
	‡Permanent Life Insurance with Long Term Care	√	√	√
	‡Genomic Life (Genetic Testing)	√	√	√
	‡Legal Insurance	√	√	√
	‡Pet Insurance	√	√	√
	‡SmarTrip Commuter Benefit	√	√	√
Paid Leave	Vacation and *Personal Leave	√	√	√
	Sick Leave	√		
	Extended Sick Leave (Company Paid)	√		
	Long Term Disability (Company Paid)	√		
	**Holidays	√	√	√
	Birthday	√	√	√
	Family Medical Paid Leave (Company Paid)	√		
	Parental Leave	√		
Other	Employee Assistance Program	√	√	√
	Employee Banking Benefits	√	√	√
	Entertainment and Travel Discounts	√	√	√
	Rental Car Program	√	√	√
	Purchasing Power Plan	√	√	√

†Match Eligibility for the 401K Plan includes completing one year of service and 1000 hours worked within that year.

‡Must work at least 20 hours per week to be eligible.

*All part-time employees receive Personal Leave on a prorated basis.

**All part-time employees are eligible for paid holidays provided that the holiday falls on a day that the employee would normally be scheduled to work.