



BENEFIT ELIGIBILITY

GOL staff working in a position classified as benefit eligible who regularly work 30 or more hours weekly are eligible to enroll in the health benefits and/or flexible spending accounts on the first of the month following date of hire.

MEDICAL BENEFITS



Independence Blue Cross (IBX)

Personal Choice® PPO Deductible
(Individual/Family) \$3,000/\$6,000

- ✓ HRA Deductible funded at 100%
- ✓ HRA Co-Pay Reimbursement (\$1,750/\$3,500)
- ✓ HSA Deductible subsidized at 66 2/3%
- ✓ HSA Co-Pay Reimbursement (\$2,750/\$5,500)

Flexible Spending Accounts (FSA)

- ✓ Medical Savings
- ✓ Dependent Care Accounts



Prescription Drug Copays

High-Deductible Plan:

generic \$20 / brand \$40 / non-formulary \$70

Mail Order Program available for 90-day prescriptions for the price of two co-pays

Dental

- ✓ 100% paid for preventive services
- ✓ 90% for basic restorative services
- ✓ 50% for major restorative services
\$2,500 calendar year maximum



Vision

- ✓ \$350.00 each plan year / \$10 Co-Pay
- ✓ Exam, prescription eyeglasses/contact lens



Revive Health Telemedicine & EAP

- ✓ 24/7 On demand telephonic/video doctors
- ✓ Confidential short-term counseling
- ✓ Work/Life Supportive Services



WORK/LIFE BENEFITS

Paid Time Off

Includes a *Primary Time Bank (PT)* and *Extended Time Bank (ET)*

Accrue immediately upon hire, available after 3 full months of employment

Primary Time Includes -

All medical and personal absences; the first three consecutive workdays of an employee's *own medical absence*; All workdays associated with another person's

- Accrues per pay period (20 days when annualized)
- Accrual Increases at 5, 10 and 15 years
- Maximum balance is 125% of yearly accrual

Extended Time includes -

- All other workdays of an employee's *own medical absence*
- Accrues per pay period (6 days)
- Maximum accrual of 180 hours

INCOME PROTECTION BENEFITS

Lincoln 403b Retirement Plan

Account automatically established after three weeks of employment

Program contributes 6% of annual salary plus up to 5% match of employee contribution after 1 year of employment

Gradual Vesting-100% after 5 years

Employee Reimbursements

Eligible after 6 months of employment

Fitness: 50% of annual expenses up to \$400

Tuition: Up to \$5,000 annually

PAID HOLIDAYS

Eligible upon hire • 10 days per year

FREE ONSITE PARKING

The Standard

Life Insurance - \$100,000 Term Life

Voluntary Supplemental Life - Purchase additional life insurance for yourself, spouse and children

Short-Term Disability - For days 15 through 90 – Provides 66 2/3% income replacement subject to \$1,500 monthly benefit maximum

Long-Term Disability - Provides 66 2/3% income replacement subject to \$13,000 monthly max

Effective on 31st day of Employment