

Celerion Benefits Overview

Benefits Overview

All associates employed by Celerion with full-time and part-time 30 status (minimum 30 hours per week) are eligible for Medical (includes prescription), Vision, and Dental insurance, Short-term and Long-term Disability insurance, Life and AD&D insurance, Flexible Spending Accounts, Health Savings Account and voluntary benefits, 401(K), Vacation and Sick Leave. If you enroll within 30 days of your hire date, coverage is effective the first day of the month following date of hire; if hire date is the first day of the month, then coverage is effective upon date of hire.

- Employee has 30 days to enroll in benefits
- Changes can only occur with qualifying life event and within 30 days of event, or during open enrollment
- Benefit elections will continue through December 31st of current calendar year

UMR Health Insurance

Benefit Eligible employees: Full-time, Part-time 30 or ACA eligible

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| 1. UMR High Deductible Health Plan (includes prescription) | Network: United Healthcare Choice Plus | www.umar.com |
| 2. UMR PPO Plan (includes prescription) | Network: United Healthcare Choice Plus | www.umar.com |

MetLife Dental and VSP Vision Insurance

Benefit Eligible employees: Full-time, Part-time 30 or ACA eligible

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| MetLife | https://mybenefits.metlife.com |
| VSP | www.vsp.com |

HSA and FSA benefits

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| Health Savings Account –HSA Bank <ul style="list-style-type: none"> • Celerion contributes to your HSA • Contribution amounts-- \$500 Employee; \$800 Employee + Spouse or(Children); \$1000 Family | Must be enrolled in HDHP Medical Plan <ul style="list-style-type: none"> • Employee and Celerion can contribute; subject to IRS maximums | https://myaccounts.hsabank.com |
| Flexible Spending Account-National Benefit Service <ul style="list-style-type: none"> • Celerion does not contribute to your FSA | Must be enrolled in PPO Medical Plan <ul style="list-style-type: none"> • Employee contributes; subject to IRS maximums | http://my.nbsbenefits.com |
| Dependent Care-Flexible Spending Account-National Benefit Service | | http://my.nbsbenefits.com |

Voluntary Benefits- Optional

Supplemental Life and AD&D Accident Plan, Hospital Indemnity, Critical Illness, Pre-paid Legal Pet Insurance ID Theft Insurance	Lincoln Financial Group MetLife MetLife Nationwide ID Watchdog	Employee, Spouse, Children	EOI may be required
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Fidelity 401K Retirement Plan All employees eligible to participate in plan

Fidelity 401k Retirement plan	Qualified 401k rollovers accepted	www.netbenefits.com
Discretionary match provided at one (1) year of service at specified matching levels	Fully vested from date of enrollment	
Can contribute to both Roth and 401k	Automatic investments into Target Date Funds (if specific investments not elected)	

Additional Benefits

Basic Term Life Insurance and AD&D (Employer Paid)	Lincoln Financial Group
Supplemental Life Insurance and AD&D	Lincoln Financial Group
Short-Term Disability (Employer Paid)	Lincoln Financial Group
Long-Term Disability (Employer Paid)	Lincoln Financial Group
Employee Assistance Program	CompPsych
Tuition Reimbursement Program	
Paid Vacation	
Paid Holidays	
Paid Sick Leave	