



# Benefits Eligibility

August 2009

	Effective Date	PAY STATUS (based on hours per pay period)			
		Full-Time (80 hours)	Part-Time A (64 to 79 hours)	Part-Time B (40 to 63 hours)	Part-Time C (39 hours or less)
<b>Adoption Assistance</b>	30 days from benefits eligibility date	\$4,000/child	\$3,200/child	\$2,000/child	No
<b>Dental Benefits</b>	30 days from benefits eligibility date	Yes	Yes	Yes	No
<b>Disability Benefits</b>	6 months from benefits eligibility date	Yes	Yes	No	No
<b>Education Assistance</b>	Benefits eligibility date	\$4,000/year	\$1,200/year	\$1,200/year	No
<b>Employee Assistance Program (EAP)</b>	Benefits eligibility date	Yes	Yes	Yes	Yes
<b>Flexible Spending Accounts</b> • Dependent Care • Health Care	30 days from benefits eligibility date	Yes	Yes	Yes	No
<b>Life and AD&amp;D Insurance Benefits</b> • Basic • Optional	30 days from benefits eligibility date	Yes	Yes	Yes	No
<b>Medical Benefits</b>	30 days from benefits eligibility date	Yes	Yes	Yes	No
<b>Paid Time Off (PTO)</b>	Benefits eligibility date	Yes	Yes	Yes	No
<b>Retirement Benefits</b> • Portable Pension Plan • Retirement Savings Plan Plan-401(k)	Based on hours worked	Yes Yes	Yes Yes	Yes Yes	No Yes
<b>Vision Benefits</b>	30 days from benefits eligibility date	Yes	Yes	Yes	No
<b>Other Benefits</b> • Credit Union • Commuter Benefits • Direct Deposit • Discount Programs • Hyatt Legal Plan • Personal Insurance	Date of hire	Yes Yes Yes Yes Yes Yes	Yes Yes Yes Yes Yes Yes	Yes Yes Yes Yes Yes Yes	Yes No Yes Yes No No

\* Your benefits eligibility date is your date of hire or, if later, the date you move into a benefits-eligible position (a position scheduled to work 40 or more hours per pay period).