

## Schedule of Benefits Eligibility

<b>Plan</b>	<b>Cost Sharing</b>	<b>Full time Employees</b>	<b>Guest Scientists , Co-ops, Terms &amp; Temporary Employees</b>	<b>Associate Scientists and Research Associate Appointments</b>	<b>Part-Time Employees and Phased Retirement Employees</b>	<b>Summer employees and Dayworkers</b>
<b>Medical</b>						
Cigna Open Access Plus  Cigna Network POS  Blue Advantage HMO	You and Fermilab share the cost of this coverage for you and your family	Eligible First Day of Employment	Not Eligible			
<b>Dental</b>						
Cigna Dental PPO  Cigna Dental Care HMO	You and Fermilab share the cost of this coverage for you and your family	Eligible First Day of Employment	Not Eligible			
<b>Flexible Benefits Plan</b>						
Flexible Spending Accounts	You make contributions on a pre-tax basis to your account	Eligible First Day of Employment You have 30 days from your first day of employment to enroll. Participation will begin on the start of the first payroll period after your application is received	Eligible First Day of Employment You have 30 days from your first day of employment to enroll. Participation will begin on the start of the first payroll period after your application is received	Eligible First Day of Employment You have 30 days from your first day of employment to enroll. Participation will begin on the start of the first payroll period after your application is received	Eligible First Day of Employment You have 30 days from your first day of employment to enroll. Participation will begin on the start of the first payroll period after your application is received	Not Eligible

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Premium Conversion Plan	You are automatically enrolled in this plan which allows you to make your contributions for the medical and dental plan on a pre-tax basis	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Not Eligible
<b>Life Insurance</b> <i>Please note: Life Insurance in excess of \$50,000 is considered a taxable benefit</i>						
Basic Life Insurance	Fermilab pays the cost of the basic coverage	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Not Eligible
Supplemental Life Insurance Available in amounts of 1,2,3,4 times your base pay	You pay the full cost of the supplemental coverage based on the amount you elect	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Not Eligible
Dependent Life Insurance	You pay the full cost of this optional coverage	Eligible First Day of Employment Provides coverage for spouse and dependent children. Available to participants of the Supplemental Life Coverage	Eligible First Day of Employment Provides coverage for spouse and dependent children Available to participants of the Supplemental Life Coverage	Eligible First Day of Employment Provides coverage for spouse and dependent children Available to participants of the Supplemental Life Coverage	Eligible First Day of Employment Provides coverage for spouse and dependent children Available to participants of the Supplemental Life Coverage	Not Eligible
Accidental Death & Dismemberment	Fermilab pays the full cost of this coverage	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Not Eligible

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Business Travel Insurance	Fermilab pays the full cost of this coverage	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Eligible First Day of Employment	Not Eligible
<b>Disability &amp; Sick Leave</b>						
Long Term Disability	You and Fermilab share the cost of this coverage	Coverage is mandatory and is effective after six months of continuous active employment	Not Eligible	Eligible *Must be regularly working a minimum of 40 hours per week	Not Eligible	Not Eligible
Sick Leave  Maximum accrual of 130 days	Provided by Fermilab	<b><u>Non-Exempt employees</u></b> accrue sick leave on a monthly basis at a rate of 12 hours per month for each calendar month that the employee is in pay status for at least 11 working days <b><u>Exempt Employees</u></b> Accrue sick leave at the rate of 1.5 days per month	<b><u>Non-Exempt employees</u></b> accrue sick leave on a monthly basis at a rate of 12 hours per month for each calendar month that the employee is in pay status for at least 11 working days Exempt Employees Accrue sick leave at the rate of 1.5 days per month	<b><u>Non-Exempt employees</u></b> accrue sick leave on a monthly basis at a rate of 12 hours per month for each calendar month that the employee is in pay status for at least 11 working days Exempt Employees Accrue sick leave at the rate of 1.5 days per month	<b><u>Non-Exempt employees</u></b> accrue sick leave on a monthly basis pro-rated based on schedule and hours worked <b>Exempt Employees</b> accrue sick leave on a monthly basis pro-rated based on schedule and hours worked	Not Eligible
<b>Tuition Assistance</b>	Provided by Fermilab	Eligible after six month initial hire period	Co-op are eligible after six month initial hire period  Term and Temporary employees are not eligible	Eligible after six month initial hire period if pertinent to current work assignment	Part time must work at least 20 hours per week Eligible after six months	Not Eligible

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<b>Retirement Plans</b>						
Money Purchase Defined Contribution Plan (401 (a)) Retirement Plan	Provided by Fermilab	First day of the month that coincides with or immediately following the date that the employee completes two years of service Must be age 21 or older	First day of the month that coincides with or immediately following the date that the employee completes two years of service Must be age 21 or older Must receive compensation from Fermilab	First day of the month that coincides with or immediately following the date that the employee completes two years of service Must be age 21 or older Must receive compensation from Fermilab	Part time employees working at least 1,000 hours are eligible to participate on the first day of the month that coincides with or immediately following the date that the employee completes two years of service Must be age 21 or older Must receive compensation from Fermilab	Not Eligible
Supplemental Retirement Plan (403(b))	You contribute to your retirement fund on a tax-deferred basis	Eligible First Day of Employment	Eligible First Day of Employment Must receive compensation from Fermilab	Eligible First Day of Employment Must receive compensation from Fermilab	Eligible First Day of Employment Must receive compensation from Fermilab	Not Eligible
<b>Vacation</b>	Eligible	Eligible	Eligible	Eligible (Term must exceed 90 days)	Eligible Prorated	Not Eligible
<b>Holiday Pay</b>	Eligible	Eligible	Eligible	Eligible	Yes, if holiday falls on scheduled work day	Not Eligible