EMPLOYEE BENEFITS SUMMARY

EMPLOYEE CLASSIFICATION
- Regular Full-Time Employees are defined as working 40+ hours per week and 12 months a year.
- Regular Part-Time – Benefit Eligible Employees are defined as working an average of 30 hours or more per week over a 12-month period of time.
- Regular Part-Time Employees are defined as working less than 40 hours per week and 12 months a year.
- Temporary Part-Time Employees are defined as working less than 40 hours per week and/or less than 12 months per year.

MEDICAL/VISION PLANS - ALL PLANS CARRIED BY UPMC HEALTH PLAN

WHO IS ELIGIBLE? Full-Time and Part-Time – Benefit Eligible Employees

<table>
<thead>
<tr>
<th>MEDICAL OPTION 1</th>
<th>MEDICAL OPTION 2</th>
<th>MEDICAL OPTION 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EPO $1,000 Deductible, HRA – 10% Coinsurance</strong></td>
<td><strong>EPO $4,000 Deductible, HRA – 0% Coinsurance</strong></td>
<td><strong>EPO $5,000 Deductible, HSA – 0% Coinsurance</strong></td>
</tr>
<tr>
<td>- Physician office visits - $10 copayment per visit</td>
<td>- Physician office visits - $20 copayment per visit</td>
<td>- Physician office visits - $0 after deductible</td>
</tr>
<tr>
<td>- Specialist office visits - $20 copayment per visit</td>
<td>- Specialist office visits - $40 copayment per visit</td>
<td>- Specialist office visits - $0 after deductible</td>
</tr>
<tr>
<td>- Health Reimbursement Account (HRA) – Employee pays the first 50% of the deductible and employer covers the second 50% of the deductible</td>
<td>- Health Reimbursement Account (HRA) – Employee pays the first 50% of the deductible and employer covers the second 50% of the deductible</td>
<td>- Health Savings Account (HSA) – Employee can choose to set up an HSA through UPMC to save pre-tax money for medical expenses</td>
</tr>
</tbody>
</table>

PRESCRIPTION DRUGS

**NETWORK OF PROVIDERS**

30-DAY SUPPLY
- Generic Drugs - $15 copayment
- Preferred Brand Drugs - $30 copayment
- Non-Preferred Brand Drugs - $50 copayment

VISION CARE

EXAM ONLY WITH COPAY
- $15 copayment per vision exam
- Once every 24 months for adults and children

VISION CARE PREMIER
- Once every 12 months for adults and children
- Lens and frame reimbursements available

DENTAL PLAN - CARRIED BY UPMC

WHO IS ELIGIBLE? Full-Time, Part-Time – Benefit Eligible and Regular Part-Time Employees
- Diagnostic & Preventive Care – 100%
- Basic Services – 80%
- Major Services – 50%
- Orthodontics – Not Covered
- Deductible – None
- Plan Year Maximum - $1,500

DISCOUNT SERVICES ON THE LEARNING LAMP PROGRAMS

WHO IS ELIGIBLE? Full-Time, Part-Time – Benefit Eligible and Regular Part-Time Employees working 30 hours a week or more AND 12 months out of the year.
- 50% off tutoring services
- 50% off hourly child care services (before and after care, extended hour care)
- $12 per day for daily child care services for infant through older toddler (6 weeks – 2 years)
- $9 per day for daily child care services for preschool through school-age (3 – 12 years, includes Summer Camp and Kid’s Day Out)

2025 Bedford Street • Johnstown, PA 15904  814-262-0732  Fax: 814-262-0837  thelearninglamp.org
LIFE/AD&D/SHORT TERM DISABILITY/LONG TERM DISABILITY

WHO IS ELIGIBLE? Full-Time Employees
- Company Paid Benefit – 100%
- Carrier – OneAmerica
- Life/AD&D Plan Design - $25,000 death benefit
- Short Term Disability Plan Design – 60% of weekly earnings to a maximum of $1,000 per week
- Long Term Disability Plan Design – 60% of monthly earnings to a maximum of $6,000 per month

SUPPLEMENTAL INSURANCE

WHO IS ELIGIBLE? Full-Time, Part-Time – Benefit Eligible and Regular Part-Time Employees
- Carriers — Colonial Life and Washington National
- Insurances available include: disability, life, cancer, and accident

EMPLOYEE ASSISTANCE PROGRAM (EAP)

WHO IS ELIGIBLE? All Employees
- Provider — Croyle-Nielsen Therapeutic Associates
- Free professional counseling for employees and their family members residing in the same home.
- 6 sessions per year
- Locations — Johnstown: 814-266-3196 • Somerset: 814-701-2898

CREDIT UNION MEMBERSHIPS

WHO IS ELIGIBLE? All Employees
G.A.P. Federal Credit Union
- Cost – Free to employees
  Richland: 814-266-8446 • Carrolltown: 814-344-2155
- Website: gapfcu.org

USSCO Federal Credit Union
- Cost – Free to employees
  Somerset: 814-445-3997 • Ebensburg: 814-472-0615
- Website: usscofcu.org

EMPLOYEE PERKS

WHO IS ELIGIBLE? All Employees

HOLIDAY CLUB
- Employee decides on a fixed amount per pay
- Deductions can be changed on a yearly basis
- Christmas Club accounts through 1st Summit Bank
- Sign up restricted to enrollment period annually in September

GYM MEMBERSHIP
- Location – East Hills Recreation, 101 Community College Way
  (Penn Highlands Community College)
- Cost – $15 per month

DISCOUNTS
- Ryan’s Artisan Goods, 424 Broad St., Johnstown, PA 15906
- 814 Lanes & Games, 1140 Frances St., Johnstown, PA 15904
- LifeMart via ADP for bigger companies including travel

TUITION DISCOUNTS

WHO IS ELIGIBLE? All Employees (must be able to show proof of continued employment)

Seton Hill
- 15% on Adult Degree Programs, MBA and Graduate Education Programs
- Location - 1 Seton Hill Dr., Greensburg, PA 15601
- Website: setonhill.edu

American College of Education
- Discount varies depending on degree
- Online program
- Website: ace.edu

For more information or questions on any of the benefits listed, please reach out to the Human Resources team.

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