

Summary of Benefits and Enrollment Timelines *

The following benefits are administered by the Human Resources Department. If you have questions regarding these benefits, you may contact the provider directly at the numbers below, or Human Resources at 328-2081, Option #2.

Benefit Plan	When can I enroll?	How long do I have to enroll?	When can I make changes?	Are there exceptions to when I can make changes?	Who do I contact to enroll or ask questions?
Medical Dental Vision Life	Within 30 days of hire date Open Enrollment	By the 31 st day of employment <i>Preferred within 20 days of hire</i>	Open Enrollment	Change in family status (Qualifying Event) <i>You have 31 days from date of event to make changes</i>	Surest Plan 866-683-6440 American Fidelity – GAP Plan and Health Savings Account 800-365-1314 UMR – PPO Plan and High Deductible Health Plan 800-826-9781
Voluntary Supplemental Life Insurance (employee, spouse & children)	Anytime <i>Must work at least 20 hours per week</i>	<u>For guaranteed issue</u> 60 days from orientation	Anytime	After 60-day window, additional coverage is available and subject to approval. <i>Must answer medical questionnaire</i>	Western Insurance Specialties Cheryl Latham 775-826-2333 Forms at www.wisnv.com
Deferred Compensation Plan - 457	Anytime <i>Must be a full-time employee (WCSDA & WCEA employees are auto-enrolled)</i>	The entire term of your employment	Anytime	No	VOYA Tom Verducci 775-530-3089 www.voyaretirementplans.com
Defined Contribution Plan - 401(a)	After 1 year of service as a full-time eligible employee	90 days from your one-year anniversary	<u>Never</u> Rate continues for the term of your WC employment	Hardships – subject to approval	VOYA Tom Verducci 775-530-3089 www.voyaretirementplans.com
Flexible Spending Plan - 125	New hire Open Enrollment	First of the month following 30 days of employment Open Enrollment:	Open Enrollment	Change in family status (Qualifying Event) <i>You have 30 days from date of event to make changes</i>	American Fidelity Assurance Co. 1-800-365-1314 or 829-1313
Employee Assistance Program (EAP)	Automatic Enrollment	Automatic Enrollment	NA	NA	Guidance Resources 844-209-0463 www.guidanceresources.com Web ID: WCEAP

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Benefit Plan	When can I enroll?	How long do I have to enroll?	When can I make changes?	Are there exceptions to when I can make changes?	Who do I contact to enroll or ask questions?
Accident Only Insurance	First 30 days of hire date <i>Must work at least 20 hours per week</i>	First 30 days of employment Open Enrollment	Open Enrollment	No <i>Coverage is subject to approval.</i>	American Fidelity Assurance Co. 800-365-1314 or 775-829-1313
Voluntary Life Insurance	Anytime Must work at least 20 hours per week	The entire term of your employment	Anytime	No Coverage is subject to approval.	American Fidelity Assurance Co. 800-365-1314 or 775-829-1313
Short & Long-term Disability (spousal disability)	Anytime <i>Must work at least 20 hours per week</i>	The entire term of your employment	Anytime	No <i>Coverage is subject to approval.</i>	American Fidelity Assurance Co. 800-365-1314 or 775-829-1313
Long-term Care Insurance	Anytime <i>Must work at least 20 hours per week</i>	The entire term of your employment	Anytime	After 60 days additional coverage is subject to approval. <i>All family member coverage is subject to approval</i>	American Fidelity Assurance Co. 800-365-1314 or 775-829-1313
Cancer Protection Plus Series 10	First 30 days of hire date <i>Must work at least 20 hours per week</i>	First 30 days of employment Open Enrollment	Open Enrollment	No <i>Coverage is subject to approval.</i>	American Fidelity Assurance Co. 800-365-1314 or 775-829-1313
Hospital Indemnity and/or GAP Plan	First 30 days of hire date <i>Must work at least 20 hours per week</i>	First 30 days of employment Open Enrollment	Open Enrollment	No <i>Coverage is subject to approval.</i>	American Fidelity Assurance Co. 800-365-1314 or 775-829-1313
Telemedicine	Automatic Enrollment	Automatic Enrollment	NA	NA	Teladoc-Self Funded 800-835-2362 DoctorOnDemand-Surest 866-683-6440

* Information provided on this form is subject to change and may not be complete. For full explanation of benefits available, and conditions thereon, please see each benefit's plan document, which you can obtain through the contact information above. In all circumstances, benefits described in the plan document will prevail over any information provided on this form. Eligibility for each benefit is subject to individual plan requirements as outlined in the plan document.