

TEMPORARY EMPLOYEE BENEFITS SUMMARY

- ◆ **Medical*** - Blue Cross Blue Shield - Coverage options available are Employee Only, Employee+Spouse, Employee+Child(ren), and Family coverage. We also offer Domestic Partnership coverage for partners of the same- or opposite-sex with a completed Affidavit form. Both an HMO and PPO (provides out-of-network services) are available. Plan features include 100% plan co-insurance, \$10 co-pay for office visits, RX coverage is \$10 for generic (formulary), \$25 brand (formulary), \$45 Brand non-formulary. For more information, and provider directories, go to www.bluecrossma.com.
- ◆ **Dental*** - Coverage is provided by Altus Dental. The plan covers preventive services at 100%. “Basic/Minor Restorative” procedures are covered at 80% and “Major Restorative Services” are covered at 50%. Both Minor and Major procedures require a \$50 annual deductible (\$150 family maximum). Please consult www.altusdental.com for network directories and additional information.
- ◆ **Vision*** - Beacon Hill offers a Vision Plan through VSP. The plan provides for an eye exam every 12 months a new pair of lenses every 12 months, and frames of your choosing are covered up to \$120 every 24 months. When you choose contacts instead of glasses, your \$105 allowance applies to the cost of your lenses and the fitting and evaluation examine. This examine is in addition to your vision examine to ensure proper fit of contacts. Co-pay is \$15.00. Please consult www.vsp.com for additional information.
- ◆ **ADP 401(k) Plan*** – Beacon Hill offers a 401(k) plan through ADP Retirement Services. Employees may defer any percentage of income on a pre-tax basis into any of approximately 20 investment options. A match is not currently made available, though Beacon Hill reserves the right to make a discretionary contribution at any time. Eligibility requirements require that participants are 21 years of age and have one year of service with Beacon Hill Staffing Group. Investment changes and additional information may be obtained by contacting the Human Resources Dept, at Beacon Hill Staffing Group.
- ◆ **ADP Roth 401(k) Plan** – Beacon Hill also offers a Roth 401(k) plan through ADP Retirement Services. The Roth IRA allows you to pay tax on your 401(k) contributions while you are working rather than when you retire. An employer match is not currently made available on either of the 401(k) plans, though Beacon Hill reserves the right to make a discretionary contribution at any time. Eligibility requirements require that participants are 21 years of age and have one year of service with Beacon Hill Staffing Group.

*** Denotes a pretax deduction**

**** Beacon Hill Staffing Group Contract Employees are eligible for group benefits on the first of the month following 12 consecutive weeks of employment while maintaining an average of 35 hours per work week. For example, if you begin employment on 12/11/07, you would be eligible on 3/4/08 and your coverage would go into effect on April 1, 2008. Contact your staffing consultant for more information.**