

Benefit	Supplemental	Temporary Part-Time	Temporary Full-Time
Description	Works less than a full-time schedule (Scheduled for < 30 hrs/week)	A seasonal position averaging less than 30 hours per week	A seasonal position averaging 30 or more hours per week
Childcare Subsidy	Eligible <sup>1,2</sup>	Eligible <sup>1,2</sup>	Eligible <sup>1,2</sup>
Critical Illness	ACA <sup>3</sup>	ACA <sup>3</sup>	Eligible on 90th day of employment
Educational Assistance Program	Eligible (50% benefit)	Not Eligible	Not Eligible
Employee Assistance Program (EAP)	Eligible	Eligible	Eligible
Substance Use Disorder (Pelago)	Eligible	Eligible	Eligible
FMLA/Paid FMLA	FMLA <sup>4</sup>	FMLA <sup>4</sup>	FMLA <sup>4</sup>
Medical/RX <sup>6</sup>	ACA <sup>3</sup>	ACA <sup>3</sup>	Eligible on 90th day of employment
Wellness Incentive	ACA <sup>3</sup>	ACA <sup>3</sup>	Eligible on 90th day of employment
Earned Wage Access	Eligible <sup>1</sup>	Eligible <sup>1</sup>	Eligible <sup>1</sup>
401(k)	Eligible <sup>5</sup>	Eligible <sup>5</sup>	Eligible <sup>5</sup>
ESOP	Eligible <sup>1,5</sup>	Eligible <sup>1,5</sup>	Eligible <sup>1,5</sup>

1. Not available to union partners.

2. Salary restrictions apply. Must make less than \$100k annual or \$48/hour.

3. **ACA:** May qualify under the Affordable Care Act for medical benefits – supplemental, temporary part time and non-union regular part time must average 30 or more hours during look back period to qualify.

4. **FMLA:** Partners are eligible for FMLA if the following requirements have been met:

- Been employed with Schreiber for 12 months or more.
- Worked at least 1,250 hours during the 12 months prior to the commencement of leave.
- Works at a Schreiber facility with 50 or more partners, or works within 75 miles of a facility with 50 or more partners.

5. Partners who are exempt from U.S. Social Security and Medicare taxes are not eligible to participate in the 401(k) and ESOP.

6. **Access to the following benefits upon medical enrollment:** HSA (if enrolled in HDHP), 2nd MD, Sword, Carrot, Digbi, Color Health, One Pass Select