

Project Independence

BENEFITS SUMMARY SHEET

This is a brief description of Project Independence Services, Inc.'s comprehensive benefits package for eligible employees. The intent of this sheet is to provide a high-level summary of benefits. It does not provide a full description and is not a guarantee of benefits. The waiting period for medical and dental is first of the month following 30 days from date of hire, and the waiting period for Life Insurance is first of the month following 90 days from date of hire.

Benefit	Description	Employer Contribution
Medical Insurance	Blue Cross Blue Shield HMO Blue	Employer shares in cost of premiums Employer- 65% Employee- 35%
Dental Coverage	Blue Cross Blue Shield Dental Blue	Employer shares in cost of premiums Employer- 65% Employee- 35%
Life Insurance	Lincoln Financial- Basic Life/AD&D <ul style="list-style-type: none">• 1 times salary up to \$100,000 max	100% Employer Paid
STD	Lincoln Financial- Short Term Disability	100% Employer Paid
401K Plan	American Funds – 403B Plan <ul style="list-style-type: none">• Traditional Pre-tax or Roth payroll deductions to a 401(k) administered account with multiple investment options.• Enrollment – Immediately upon hire	

