

## LANS, LLC BENEFITS ELIGIBILITY LEVELS

Length of Appt	Type of Appt	Benefits Level	Description
<b>Full Benefits</b> <b>BELI 1</b>  1 year or more, 50% time or more	Regular Full Time Regular Part Time (>20 hrs/wk) Limited-Term Full Time Limited-Term Part Time Post Doc GRA UGS	Full Benefits, Vacation, Sick, Holiday	Medical, Dental, Vision, Legal, Employer/ Employee-Paid Life, Dependent Life, AD&D, Employer/ Employee-Paid Disability, Dep Care, HCRA, and the 401(k) Plan
<b>Limited Benefits</b> <b>BELI 2</b>  1 year or more	LTVSM <i>(Long Term Visiting Staff Member)</i>	Mid-Level Benefits, Vacation, Sick, Holiday	Medical, Legal, Employer-Paid Core Life Insurance, Employee-Paid Life Insurance, Dependent Life, AD&D, Dep Care, HCRA and may be eligible for the 401(k) Plan*
<b>Limited Benefits</b> <b>BELI 3</b>  At least 180 days but less than 365 days	LT 100% work schedule LTVSM GRA UGS	Mid-Level Benefits, Vacation, Sick, Holiday	Medical, Legal, Employer-Paid Core Life Insurance, Employee-Paid Life Insurance, Dependent Life, AD&D, Dep Care, HCRA and may be eligible for the 401(k) Plan*
<b>Limited Benefits</b> <b>BELI 3</b>  At least 90 days but less than 180 days	LT 100% work schedule LTVSM GRA UGS	Mid-Level Benefits, Holiday	Medical, Legal, Employer-Paid Core Life Insurance, Employee-Paid Life Insurance, Dependent Life, AD&D, Dep Care, HCRA and may be eligible for the 401(k) Plan*
<b>Core Benefits</b> <b>BELI 4</b>  100% time ≤ 89 days -or- 50% -99% time < 365 days	LT LTVSM GRA UGS	Core Benefits, Holiday	Core Medical Insurance (only), Legal, Employer-Paid Core Life, AD&D, Dep Care, HCRA, and may be eligible for the 401(k) Plan*
<i>Any Appointment Length</i>	<i>Casual                      HS Co-Op</i>	<i>No Benefits</i>	<i>No Benefits</i>

*\*Eligibility for participation in the 401(k) Plan is dependent upon working at least 1,000 hours per year.*