



Summary of Employee Benefits Effective January 1, 2009

MEDICAL, DENTAL, VISION

The YMCA currently offers three medical plans, one dental plan, and one vision plan. Full-time regular staff members working a minimum of 32.5 hours per week are eligible to enroll upon completion of their 30-day waiting period. If your date of hire is on or before the 15th of the month, coverage is effective on the 15th of the month following completion of the waiting period. If your date of hire is on or after the 16th of the month, coverage is effective on the 1st of the month following completion of the waiting period.

Our three Harvard Pilgrim Healthcare medical plans are:

- The **Standard Health Maintenance Organization (HMO) Plan**, one of the simplest options for your health care. You're covered for routine and preventive care, as well as for specialty and emergency care. Upon enrollment into the Plan, you will choose a Primary Care Physician (PCP), who will provide or arrange for all the health services you need, including referrals to specialists. If you do not have a PCP, non-emergency and most specialty services will not be covered. A current printed list of Participating providers can be found at your YMCA of Greater Boston location or by accessing Harvard Pilgrim Healthcare's website at www.harvardpilgrim.org.
- The **Best Buy HMO** option is an affordably priced HMO in which certain services are subject to an annual deductible. In exchange for accepting higher out-of-pocket costs, you can lower your monthly premium. Otherwise, the Best Buy HMO works just like a traditional HMO.
- The **Preferred Provider Organization (PPO) Plan** carries with it a higher cost than our two HMO plans, but allows access to out-of-network services and the freedom to see a specialist without a referral from the Primary Care Physician.

Our dental plan is **Dental Blue - BCBS**.

We also offer **Vision Service Plan**, an affordable eyecare plan. When you visit a network provider, exams are covered in full every calendar year after a \$10 co-pay; single vision, lined bifocal and lined trifocal lenses are covered in full every calendar year after a \$25 co-pay; frames of your choice are covered up to \$120 after a \$25 co-pay. When you choose contacts instead of glasses, your \$120 allowance applies to the cost of your contacts and the contact lens exam. The plan also gives you the option to visit a non-network provider, but you will receive a lesser benefit and typically pay more out-of-pocket.

We offer three levels of medical, dental and vision coverage: Individual (employee only), Individual + 1 (employee + spouse/partner or child), Family (employee + spouse/partner and child(ren)). The cost of coverage is shared by employees and the Association, except for vision, which is 100% paid by the employee. Payroll deductions are bi-weekly, and are taken on a pre-tax basis. Listed below are the per pay period rates employees will pay in 2008.

COVERAGE LEVEL	HPHC Standard HMO	HPHC Best Buy HMO	HPHC PPO Plan	Delta Blue	Vision Service Plan (VSP)
Individual	\$63.89	\$53.86	\$114.35	\$5.32	\$3.20
Individual + 1	\$127.78	\$107.71	\$228.70	\$11.32	\$4.64
Family	\$200.93	\$169.36	\$359.63	\$15.83	\$8.32

BASIC LIFE, ACCIDENTAL DEATH AND DISMEMBERMENT, LONG TERM DISABILITY

BASIC LIFE

The Basic Life Plan provides financial protection for your beneficiaries by paying a benefit in the event of your death. Full time regular staff members working a minimum of 32.5 hours per week automatically receive coverage in the amount of two times their annual base salary (excluding overtime, bonuses and other forms of compensation), to a maximum of \$300,000. The Association pays the full cost of this benefit.

ACCIDENTAL DEATH & DISMEMBERMENT

The Accidental Death & Dismemberment (AD&D) Plan pays a benefit to your beneficiaries in the event of your death by accident, or pays you in the event of any other covered loss. Full time regular staff members working a minimum of 32.5 hours per week automatically receive coverage in the amount of two times their annual base salary (excluding overtime, bonuses and other forms of compensation), to a maximum of \$300,000. The Association pays the full cost of this benefit.

LONG TERM DISABILITY (LTD)

Long Term Disability Plan (LTD) provides financial security for you and your family by providing income replacement if you are sick or injured and unable to work. The policy provides 60% of monthly earnings to a maximum of \$5,000 per month. Benefits begin on the 91st day of consecutive disability. Enrollment in the LTD plan is limited to full time regular staff members working a minimum of 32.5 hours per week. The Association pays the full cost of this benefit.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

MEDICAL FSA

The Medical Flexible Spending Account lets you pay for uninsured health care expenses on a pre-tax basis. Each year you estimate the amount of uninsured medical expenses you are sure you will experience during the year. Throughout the year, that amount is deducted from your paychecks in equal amounts on a pre-tax basis. Although your actual salary remains the same, your *taxable salary* as reported to the government is reduced by the amount you put into your FSA. As you have eligible expenses throughout the year, you submit a claim form along with documentation of the expense and you are reimbursed with pre-tax dollars from your FSA account.

DEPENDENT CARE FSA

The Dependent Care FSA operates in a similar manner. Eligible claims include certain types of child day care expenses, nursery school expenses, in-home dependent care expenses, and adult day care expenses.

QUALIFIED TRANSPORTATION EXPENSES

If you are one of many people who spend money on transportation to and from work, a Qualified Transportation Expense (QTE) Plan can make these expenses more affordable. When you participate in a QTE Plan, you elect to have a specified number of dollars deducted from your gross earnings before taxes are calculated. By reducing your taxable income, you pay fewer taxes and increase your spendable income. Participants in the QTE program have two separate accounts available: a Parking Reimbursement Account and a Mass Transit Reimbursement Account.

PARKING REIMBURSEMENT ACCOUNT

Qualified parking expenses include parking provided to a participant on or near the business premises of the employer, or on or near a location from which the participant commutes to work by car pool, in a commuter highway vehicle, on mass transit facilities or on transportation provided by any person in the business of transporting persons for compensation or hire in a commuter highway vehicle. It does not include any parking on or near the property used by the participant for residential purposes.

MASS TRANSIT REIMBURSEMENT ACCOUNT

Qualified Mass Transit Expenses include transportation in a commuter highway vehicle (i.e. vanpool) or mass transit facilities (i.e. bus, train, subway, ferry) if such transportation is in connection with travel between the participant's residence and place of employment. This includes expenses for any pass, token, farecard or similar item that entitles the participant to such transportation.

YMCA RETIREMENT FUND

As a YMCA employee, you will participate in the YMCA Retirement Fund when you are eligible. Your eligibility depends on two things: your age and how long you've worked for the YMCA.

- Age – You must be at least 21 to participate in the Fund.
- Years of Service -- Two years of employment with a minimum of 1,000 hours of employment within an anniversary year. The two years do not have to be consecutive.

The Association is currently making a retirement fund contribution equal to 12% of monthly income for all eligible employees. This percentage amount is subject to periodic review. You are 100% vested upon eligibility date into the plan.

VOLUNTARY TAX-DEFERRED ACCOUNTS

Access to a tax-deferred savings account is available to all employees regardless of their age or their number of hours worked per week. By contributing to a voluntary Tax-Deferred Account (TDA), you reduce your current year's taxable income and build your retirement savings at the same time. You'll have less tax withheld from each paycheck, and your tax bill will be smaller on April 15 when you file your annual return. For 2009, the maximum tax-deferred contribution is \$15,500 for people under age 50, and \$20,500 for people age 50 and over.

VOLUNTARY AFTER-TAX ACCOUNTS

Contributions to a voluntary After-Tax Account have already been taxed. These contributions do not lower your annual taxable income, however all earnings on this account grow tax-deferred. Your total balances in an After-Tax Account can be withdrawn for any reason while you are actively employed at a YMCA. When you receive payments, only the earnings will be taxed, not the principal. Contributions to an **After-tax Account** may be made by lump-sum payment.

MEMBERSHIP AND PROGRAMS

If you are employed as a full time regular staff member working a minimum of 32.5 hours per week, you will be granted a complimentary YMCA individual membership for yourself, or a family membership, including spouse and children under 18 residing in the same household. In addition, you will receive 25% discount from the established member fee on all YMCA of Greater Boston programs, including daycare, day camp and resident camp. If you are a part time staff member, you will be granted a complimentary YMCA individual basic privilege membership for yourself.