

# *Swerdlin & Company*

## **Insurance & Benefit Plans**

### **401(k) /Profit Sharing Plan**

*Eligibility:* All classifications

Swerdlin & Company provides a profit sharing 401(k) plan for your retirement. After meeting the eligibility requirements (age 21 and 60 days of service), you may defer part of your salary at the next quarterly entry date. After you have been employed for one year, you may be eligible to receive a profit sharing contribution. Please see the Summary Plan Description for the specifics of the plan.

### **Cafeteria Plan**

*Eligibility:* All classifications

Swerdlin & Company offers a cafeteria plan. Employees are eligible the first of the next quarter after sixty (60) days of employment.

Medical and Dependant Care elections of up to \$5,000.00 each are allowed per calendar year.

There are certain restrictions and limitations. Your Summary Plan Description provides additional details about this plan.

### **Continuing or Converting Your Group Health Insurance Coverage (COBRA)**

When an employee resigns or terminates employment with Swerdlin & Company or if the employee's work hours are reduced and if this event makes the employee or his/her dependents no longer eligible to participate in one of our group health insurance plans, the employee and his/her eligible dependents may have the right to continue to participate for up to eighteen months at the employee's (or his/her dependents') expense. If the employee is determined to be disabled under the Social Security Act at the time of termination or reduction in hours occurs, the employee may be eligible to continue coverage for up to twenty-nine months. Written notification of any changes in status are required to be given to Glenda Devechio no later than 30 days after the change. Please direct all questions concerning eligibility to Glenda Devechio.

### **Dental Insurance**

*Eligibility:* All classifications

Swerdlin & Company provides a group dental policy to all employees, spouses and dependents. Employees are eligible the first day of the month after sixty (60) days of

employment. The plan is voluntary and paid by the employee. The cost can be directed through the cafeteria plan. Please see Glenda Devechio for your individual eligibility and the specifics of this policy.

### **Medical Insurance**

*Eligibility:* All classifications

Swerdlin & Company provides a group medical policy to employees, spouses and dependents. Employees are eligible the first day of the month after sixty (60) days of employment. Swerdlin & Company pays the full amount of the premium for medical coverage on all full-time and part-time employees who work 24 hours or more. Spouse and dependent coverage is available at the expense of the employee. The cost can be directed through the cafeteria plan, keeping in mind that cafeteria plan elections can only be changed due to a "change in status." Please see Glenda Devechio for the specifics of this policy.

### **Life Insurance**

*Eligibility:* All classifications

Swerdlin & Company provides basic life insurance in the amount of one times annual salary. Please see Glenda Devechio for the specifics of this policy.

### **Long-Term Disability**

*Eligibility:* All classifications

Swerdlin & Company provides a group long-term disability policy. Employees are eligible the first day of the month after sixty (60) days of employment. This is a voluntary policy paid for by the employee, and the cost cannot be directed through the cafeteria plan. This coverage would provide for 60% of your annual salary at the time of your disability until the age of 65. Please see Glenda Devechio for the specifics of this policy.

### **Supplemental Life Insurance**

*Eligibility:* All classifications

Swerdlin & Company provides a voluntary group life insurance policy to employees, spouses and dependents. Employees are eligible the first day of the month after sixty (60) days of employment. The employee bears the cost, and it cannot be directed through the cafeteria plan. Please see Glenda Devechio for the specifics of this policy.