



**TOTAL SOLUTIONS**

## Employee Benefits Plan Summary Full Time, SCA Employees

Benefit Title	Benefit Description								
Accrued Paid Leave	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of TSI Service</th> <th style="text-align: center;">Yearly Vacation Accrual</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 through 4</td> <td style="text-align: center;">80 hrs</td> </tr> <tr> <td style="text-align: center;">5 through 10</td> <td style="text-align: center;">120 hrs</td> </tr> <tr> <td style="text-align: center;">11 plus years</td> <td style="text-align: center;">160 hrs</td> </tr> </tbody> </table> <p>Note: Employees that have transitioned from a contract assumed by Total Solutions will receive credit for their service on the transitioned contract. Regular part-time employees earn at a rate of one half of the full time rate.</p>	Years of TSI Service	Yearly Vacation Accrual	1 through 4	80 hrs	5 through 10	120 hrs	11 plus years	160 hrs
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Bonus Paid Days	Bonus Paid Days (BPD) are additional paid leave days that will be accrued at 1.538 hrs per pay period. Part-time employees earn at half the rate of full time employees.								
Paid holidays	Regular full-time employees are paid on the ten (10) government holidays. The paid holidays are New Year's Day, Martin Luther King, Jr. Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. Regular part-time employees receive four hours for each holiday.								
401K	Total Solutions, Inc. matches contributions (50% of employee contributions up to a max of 4% of the employee's salary) to a 401(k) plan with The Standard.								
Accidental Death and Dismemberment	Regular full time employees are provided \$50,000 Accidental Death and Dismemberment. Additional voluntary Accidental Death and Dismemberment Insurance is also offered to each Regular, FT employee.								
Life Insurance	Regular full time employees are enrolled for \$50,000 basic life insurance. Additional voluntary Life Insurance is also offered to each Regular, full time employee, spouse and/or dependants.								
Short-Term Disability	Total Solutions enrolls full time employees in short-term disability. Weekly benefit is 60% of the eligible employee's basic weekly earnings up to the weekly plan maximum as defined in the summary plan document.								
Long-Term Disability	Total Solutions enrolls full time employees in long-term disability. This provides up to 60% of the employee's gross monthly salary up to the monthly plan maximum as defined in the summary plan document.								
Medical Insurance	Medical insurance is available for all regular, full-time employees through Blue Cross Blue Shield of Alabama.								
Dental Insurance	Dental insurance is available for all regular, full-time employees through United Concordia to ensure employees, and their dependents have access to a network dental provider nearby. In addition to a greater network of providers, our plan waives the								

	deductible for diagnostic & preventative services (exams, cleanings, x-rays and sealants) while providing more comprehensive coverage in and out of network.
Vision Insurance	Total Solutions offers all Regular, Full Time employees' elective vision insurance through Ameritas Group. Ameritas Group offers cost-effective premiums, reduced out-of pocket expenses, a national network of 29,000 vision care providers (both private practice and retail) and a member website with convenient online contact lens ordering. Your new employee packet will include an Ameritas Group vision benefit summary and enrollment application.
Supplemental Insurance Coverage	Supplemental insurance coverage is available to all regular, full-time employees through Allstate. Allstate coverage is available at the employees' expense. Supplemental life is also offered through Hartford. Both benefits are deducted on a pre-tax basis.
Cafeteria Plan	Under the Total Solutions Cafeteria Plan, employees pay for their medical, dental and vision insurance on a pre-tax basis. Per IRS guidelines employees may only change their elections annually during open enrollment or because of a qualifying event. Please contact the HR department for a full list of qualifying events TSI also offers a flexible spending account.