



NEDC SEALING SOLUTIONS | 96 MILK STREET | METHUEN, MA 01844-4620

e: dwabare@nedc.com t: 978.686.6332 Cell/Text: 978-994-3635 www.NEDC.com

STATEMENT OF BENEFITS

Holidays - 7 Holidays - 90-day Probationary Period

New Year's Day
President's Day
Memorial Day
Independence Day (July 4th)
Labor Day
Thanksgiving Day
 Day After Thanksgiving
Christmas Day
 Day Before OR Day After Christmas

Insurances - 90-day Probationary Period before any insurance benefits are effective.

Health Insurance

Blue Cross of Mass HMO New England

80% paid by NEDC, and employee pays 20%.

NEDC benefits program include:

- Your **legal spouse** or **domestic partner**
- **Children up to age 26** (includes birth children, step children, legally adopted children, children of your domestic partner, children placed for adoption, foster children, and children for whom legal guardianship has been awarded to you or your spouse)
- **Disabled dependent children**, regardless of age, provided he or she is incapable of self-support due to a mental or physical disability and is fully dependent on you or support as indicated on your federal tax return.

You will need to provide verification that a dependent is eligible for coverage when you enroll. For example you would provide your marriage certificate to show that your spouse is eligible for coverage.

Dental Insurance

Blue Cross Blue Shield Dental

80%, paid by NEDC, and employee pays 20%.

Vision Insurance

Blue Cross Blue Shield Vision

80%, paid by NEDC, and employee pays 20%.



NextGenEAP - Employee Assistance Program

Your Integrated EAP, Work/Life, and Wellness Benefit

Today, more than ever, we are looking for ways to stay healthy and balance our work responsibilities with a busy family life.

Your employer offers you and your eligible family members access to NexGen EAP, a prepaid and confidential service that provides quick online or telephonic support to assist you with day-to-day issues, improve your work/life balance and enhance your well being.

EAP: Confidentiality is Key

NextGenEAP administers our EAP. Any help you receive from the EAP is completely confidential. Your name, records, and other confidential information are not shared with NEDC.

Your NexGen EAP® Benefits Include

- 24/7 access to a NexGen EAP intake specialist
- Dedicated Personal Assistants
- Wellness program
- Personalized web portal
- NexGenEAP mobile app
- Access exclusive entertainment discounts
- Chat live
- Start a legal request

Access to Quality EAP Counseling

NexGen EAP includes the coordination of confidential counseling referrals with a qualified provider.

Legal Consultations

Free legal consultations on issues such as budgeting, buying a home, bankruptcy, will preparation, immigration issues, ID theft resources, etc.

Total Wellbeing Program

- Counseling
- Work/life and wellness resources
- Submit requests directly to your personal assistance

Virtual Concierge Services

The Virtual Concierge Service is available 24/7 to save you valuable time and help you balance the competing demands of work and life. The Virtual Concierge Service features dedicated Personal Assistants available to provide you with research, referrals, or information on just about any topic

To access EAP, Personal Assistant, Wellness, or Work/Life Services:

Simply call 1-800-960-5371 or go to <http://www.nexgeneap.com> and follow these steps:

1. Click on Member Log-in
Enter user name & password if a returning user, or if a new user, click on Register
2. Enter Company ID: PAS220
Enter 1st Name & Last Name
3. Click on Next & then continue to follow prompts

Term Life Insurance

NEDC will cover the cost of a \$25,000.00 Life Insurance Policy, Premium paid by the company.

Short Term Disability

Provided by the Commonwealth of Massachusetts - you must apply for this online with the State of MA.
<https://paidleave.mass.gov/create-account>

35 Hour Work Week - 90-day Probationary Period

Employees work a 35-hour work week and are paid for 40 hours. To start employees work a 37-hour work week and are paid for 40 hours.

The 35-hour work week is contingent upon attendance and punctuality and is at NEDC HR discretion.

Bereavement Leave - 90-day Probationary Period

3 Consecutive days for immediate family. (Parent, stepparent, spouse, child, sibling, grandparent, or grandchild) You may not receive holiday or vacation day pay in addition to bereavement.



Personal Time Off (PTO) / Sick Time - 90-day Probationary Period

New Employees will receive 1 week of vacation after 1 year of employment and 2 weeks after 2 years of employment.

Accrualment of sick-time begins at time of employment at a rate of 1-week per year. Only 40 hours may be carried over. *This can only be used after the 90-day probationary period.*

- *This mean 2 weeks PTO as of year 1 and 3 weeks PTO as of year 2.*
- NEDC views and combines both PTO and Sick-time into one.

*Years of employment are rounded to January 1 of the following year.

401K - Eligible for Full-time Employee - After 90-day Probationary Period

NEDC will match up to 4% of your salary.

TrueConnect Loan Program - Eligible After One Year - Occasionally your zipcode online is missing the '0' at the beginning i.e. 3865 instead of 03865

Offers up to a \$5,000.00 loan payable within 1 year and does NOT require a credit check. Money deposited into your account the next business day!

We do not recommend this in place of a traditional loan - we suggest this as an emergency loan due to the high interest rate involved but it is a great option for those with a low credit score or needing money quickly.

<https://trueconnectloan.com/borrowers/>

Clicking 'Start Here' or 'Start New Loan' will get you started!

Company Gym

NEDC has a on-site company gym. There is no fee associated and is open 5am-9pm 7 days/week.

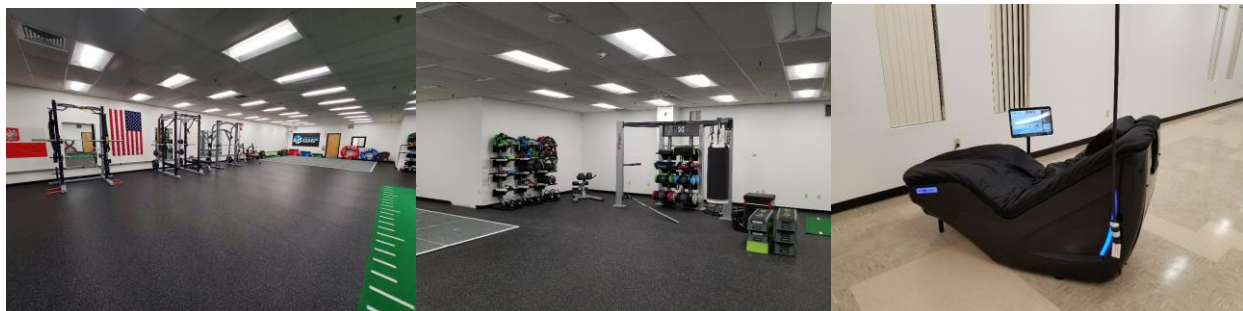
Direct family members are welcome so long as they are with you.

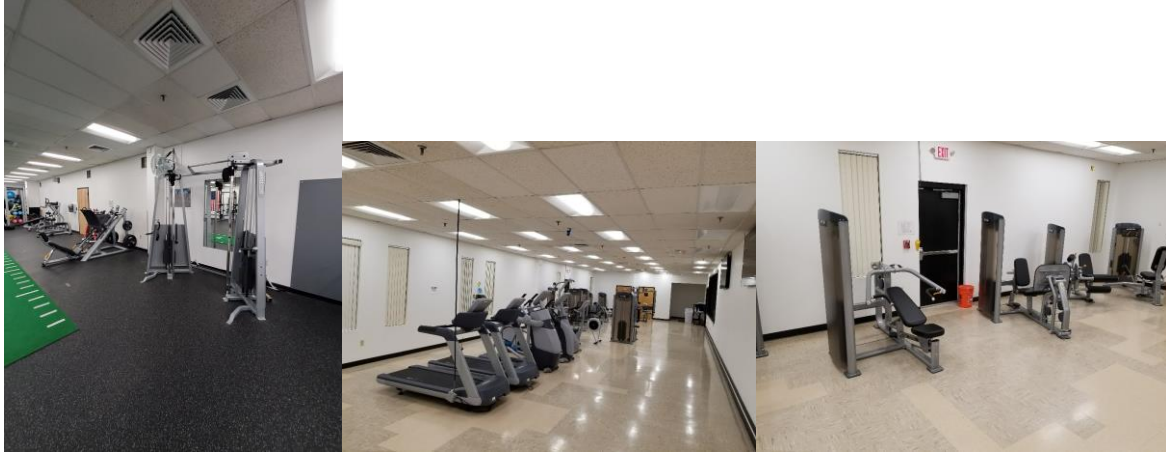
Gate Code: 9912#

Door Code: 63321B

There are private-stall showers as well.

Feel free to use so long as you an active employee at NEDC.





Mattress Firm (Corporate Contact) - Major Discounts on Mattresses (Up to 40% off)
Tim - 860-625-8744

Scratch and Dent Appliances (Pickup Only) - Returns from Home Depot/Lowes at Discounted Prices
Call or Text Koby Albrecht - 978-965-9436