

benefits *highlights*

for W2 CONSULTANTS

Welcome.

Solomon Page, parent company of CRN, offers a comprehensive benefits program for all hourly employees scheduled to work at least 30 hours per week.

ReviveHealth Virtual Care

Available immediately upon hire, CRN offers 100% company paid, virtual care access. This concierge membership includes urgent care and prescription and pharmacy care.

Medical

Available the 1st of the month after your hire date, CRN offers you and your dependents an affordable health plan providing coverage that is fully compliant with the Affordable Care Act.

SILVER PLAN

PLAN PROVISION	SILVER PLAN
Deductible	\$1,500/\$3,000 most services
Co-Insurance	80% - 20%
Out-of-Pocket Maximum (OOP)	\$4,000/\$8,000
Preventive Care	100%
Physician Office Visits-PCP	\$30
Physician Office Visits-Specialist	\$50
Lab Services	100%
Imaging	\$50
Emergency Room	\$150
Inpatient Hospital	Deductible/Co-Ins
Outpatient Hospital	Deductible/Co-Ins
Ambulatory Surgical Ctr	Deductible/Co-Ins
Skilled Nursing Facility/Hospice/Rehab	Deductible/Co-Ins
Chiropractic	\$50 Specialist Co-Pay \$1,000 Max Per Year, 20 visits
PT/OT/Speech/Mental Health/Substance	\$50 Medical Necessity, 20 visits

AVAILABLE IMMEDIATELY

 **ReviveHealth Virtual Care**
You have free virtual access to urgent care and prescription medications.

 **Direct Deposit**
Paychecks can be automatically deposited into your checking or savings account.

 **Ongoing Support**
Take advantage of valuable career advice from our recruiting teams of industry experts.

 **Referral Bonus**
Refer a freelance candidate to us and receive a referral bonus once they are placed.

AVAILABLE THE 1ST OF THE MONTH AFTER YOUR HIRE DATE*

 **Medical Coverage**
You and your dependents have access to quality medical insurance.

 **Dental Coverage**
We offer dental insurance to you and your dependents.

 **Vision Coverage**
We offer vision insurance to you and your dependents.

 **Commuter Benefits**
Set aside pre-tax money to pay for public transportation.

AVAILABLE IN 12 MONTHS**

 **401(k) Plan**
After twelve months of employment and 1000 hours you are eligible to participate in the 401(k) Plan.

 **Employee Stock Ownership Plan**

BRONZE PLAN (HDHP) *(UnitedHealthcare Choice Plus Network)*

The Bronze Plan is a high-deductible health plan (HDHP) offering discounted in-network service through UnitedHealthcare. This plan is compatible with a Healthcare Savings Account (HSA), which allows you to save pre-tax dollars to pay for medical expenses. To open an HSA, you must go through a banking institution of your choice; Solomon Page cannot open one for you.

BI-WEEKLY EMPLOYEE CONTRIBUTION: (Medical)

PLAN TYPE	SILVER PLAN	BRONZE PLAN
Single	\$141.60	\$97.26
Single +1	\$660.75	\$397.20
Family	\$1,132.76	\$577.07

Prescription Drug

Options of coverage for generic, preferred, and non-preferred drugs.

Visit <https://portal.myempirxhealth.com> to see if your providers participate.

 Dental

Available the 1st of the month after your hire date, CRN offers you and your dependents dental insurance through UnitedHealthcare.

SUMMARY OF BENEFITS

PLAN TYPE	GOLD NETWORK	GOLD NON-NETWORK
NON ORTHODONTICS		
Maximum (the sum of all Network and Non-Network benefits will not exceed Annual maximum)	\$1,500 per person per Calendar Year	\$1,500 per person per Calendar Year
Individual Annual Deductible	\$50	\$50
Family Annual Deductible	\$100	\$100
ORTHODONTICS		
Individual Annual Deductible	\$0	\$0
Family Annual Deductible	\$0	\$0
Maximum (the sum of all Network and Non-Network benefits will not exceed Annual maximum)	\$1,000 per person per Lifetime	\$1,000 per person per Lifetime
NON ORTHODONTICS		
Periodic Oral Evaluation	100%	100%
Radiographs	100%	100%
Prophylaxis (Cleaning)	100%	100%
Oral Surgery (incl. surgical extractions)	70%	60%

BI-WEEKLY EMPLOYEE CONTRIBUTION: (Dental)

PLAN TYPE	BI-WEEKLY
Single	\$22.44
Single +1	\$44.08
Family	\$76.31

www.myuhcdental.com

Vision

Available the 1st of the month after your hire date, CRN offers you and your dependents vision insurance through UnitedHealthcare.

SUMMARY OF BENEFITS

Comprehensive Exam(s)	Once every 12 months
Spectacle Lenses	Once every 12 months
Frames	Once every 24 months
Contact Lenses in Lieu of Eyeglasses	Once every 24 months

COPAYS

Exam(s)	\$20.00
Materials	\$10.00

FRAME BENEFIT

(for frames that exceed the allowance, an additional 30% discount may be applied to the overage)¹ Accepted by Warby Parker

Private Practice Provider	\$130.00 retail frame allowance
Retail Chain Provider	\$130.00 retail frame allowance

CONTACT LENS BENEFIT²

Necessary contact lenses ³	Covered in full after copay (if applicable)
---------------------------------------	---

BI-WEEKLY EMPLOYEE CONTRIBUTION: (Vision)

PLAN TYPE	BI-WEEKLY
Single	\$2.50
Single +1	\$4.56
Family	\$7.91

Visit myuhcvision.com to see if your providers participate.



Commuter Benefits (New York only)

Available the 1st of the month after your hire date, if you work at least 30 hours per week in New York City, New Jersey, the San Francisco Bay Area, Berkeley, CA, Richmond, CA, Seattle, WA, Washington, DC, Chicago, IL and the surrounding metro area, Philadelphia, PA, or Hawaii you are eligible to join our Commuter Benefits Program in partnership with HealthEquity (formerly WageWorks). This program allows employees to set aside up to \$340 pre-tax per month to pay for public transportation (subway, rail, bus, and ferry). These funds will be available in the form of a Visa card, pre-loaded with your elected amount each month.



401(k) Plan

Employees are eligible to participate in the company sponsored 401(k) Plan, administered through Principal, after completion of 1 year AND 1,000 hours of service within the first twelve months of employment. Employees may contribute up to 100% of their annual pay, to a maximum of \$24,500, plus additional catch-up contributions for individuals over the age of 50. The company provides a discretionary* match of 50% of the first 6% of contributions, to a maximum of \$1,500 per year.

Effective February 1, 2022, the Solomon Page 401(k) Plan contains an automatic arrangement that applies to new participants or re-hired participants as they enter the plan. If you are a new participant, you will be automatically enrolled in the retirement plan, meaning 4% of your pay will be deducted from paychecks and contributed to the retirement plan on your behalf unless you elect a different salary deferral percentage.

**Match is subject to change.*



Employee Stock Ownership Plan

ESOP contributions are available to employees who complete 1 year of service (remain employed for 12 months from hire date and complete 1,000 hours of service). If eligibility is not reached in the first year, hours will be recalculated each year thereafter.

the DETAILS

** ReviveHealth Virtual Care is available right away. Medical, Dental, Vision, and Commuter Benefits are available the 1st of the month after your hire date.*

*** Employees who have completed 12 months of service and worked 1,000 hours are eligible to participate in the 401(k) plan. Solomon Page offers quarterly entry into the plan.*

Employee contributions are primarily withheld on a pre-tax basis. Accordingly, the impact on your net after-tax income is approximately 20 to 25% on average, and your contributions are not subject to federal tax, Social Security tax, Medicare tax, or, in many instances, state income tax.

The benefits described in this document do not create a contract of employment.

This document is meant to be a summary of the benefits available through Solomon Page Group, LLC.

Please refer to the applicable Summary Plan Descriptions (SPD) for all benefit plan provisions and limitations. The SPDs govern all benefit plan determinations.

SOLOMON PAGE

HUMAN RESOURCES
260 MADISON AVENUE
NEW YORK, NY 10016

PHONE:
212.403.6100

FAX:
212.824.1548

EMAIL:
SPbenefits@solomonpage.com

