

2008 BENEFITS SUMMARY for NATIONAL SECTOR EMPLOYEES



**American
Red Cross**

MEDICAL INSURANCE

Eligible employees may select from the Blue Cross Blue Shield Premier or Standard PPO, Blue Cross Blue Shield EPO or Kaiser HMO in some states.

- BCBS PPO - employees and their covered dependents can enjoy the flexibility of choosing an "in-network" provider or a non-preferred provider.
- EPO – must use in-network providers, lower out-of-pocket costs and no deductibles.

As an added benefit, medical premiums are taken on a pre-tax basis.

DENTAL INSURANCE

Dental option availability is based on home address. Employees will be offered the MetLife PPO option and/or Aetna Dental Maintenance Organization (DMO) option. Coverage includes preventive, basic and major services. Dental premiums are taken on a pre-tax basis.

VISION CARE

Vision coverage through Spectera is available. Benefits cover complete eye examinations, frames, lenses, and contacts (including disposables). Vision premiums are taken on a pre-tax basis.

LIFE INSURANCE*

Basic Life Insurance and Basic Accidental Death and Dismemberment (AD&D) are each provided at 1 ½ x annual base salary at no cost.

SUPPLEMENTAL LIFE

Supplemental life can be purchased through MetLife up to five times (5x) annual base salary. AD&D and Dependent Life are also available.

SHORT-TERM LONG-TERM DISABILITY*

Short-term disability benefits pay 60% of a full-time employee's base salary (up to a weekly maximum benefit of \$1,730) for 180 days when medically certified as disabled.

LONG-TERM DISABILITY*

Long-term disability benefits pay 60% of a full-time employee's base salary (up to a monthly maximum benefit is \$7,500) beyond the 180 days when certified as totally disabled.

MEDICAL FLEXIBLE SPENDING ACCOUNT

The medical FSA allows employees to set aside up to \$5,000 of their salary on a pre-tax basis in order to pay for eligible out of pocket health care expenses like deductibles and co-payments.

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

The dependent care FSA provides a tax-effective way to pay for childcare or elder care expenses. Up to \$5,000 can be set aside annually on a pre-tax basis to cover qualifying dependent care expenses.

BUSINESS TRAVEL ACCIDENT INSURANCE*

Employees are automatically insured for two-and-one-half times (2½ x) annual base salary (to a maximum of \$650,000) while traveling on official American Red Cross business.

DEFINED BENEFIT PENSION PLAN*

Employees are enrolled as participants in the American Red Cross Retirement System after one full year of qualifying service. Employees are fully vested after five years of service and can receive a monthly pension at age 65 or at a reduced amount, as early as age 55 with ten (10) years of service.

SAVINGS PLAN 401(k)

Employees may participate in the 401(k) plan on a pre-tax and/or after-tax basis. Pre-tax contributions are limited to \$15,500** in 2008. Red Cross will match your contribution, limited to \$9,200, dollar for each dollar contributed, up to the 4% contribution rate. Employees age 50 or older may contribute an additional \$5,000** "catch up" contribution.

** Pre-tax contributions, including catch up, for both the 401(k) and the 403(b) are combined and limited to the IRS annual maximums noted.

403(b) TAX DEFERRED SAVINGS PROGRAM

Employees may contribute on a pre-tax basis up to \$15,500** in 2008. Employees age 50 or older in 2008 may contribute an additional \$5,000** "catch up" contribution.

EMPLOYEE ASSISTANCE PROGRAM*

The Employee Assistance Program (EAP) helps to deal with a wide range of life issues. Counselors provide confidential support to help handle both small problems and major issues. Additional information and resources can also be found on the EAP website.

PAID TIME OFF (PTO)

In addition to ten (10) observed holidays, employees receive the following hours of PTO each calendar year:

- Regular full time employees receive 152 hours.
- Regular part-time employees working 29-39 hours receive 114 hours.
- Regular part-time employees working 20-28 hours receive 76 hours.

PTO may be taken as it is accrued during the first year of employment. A maximum of 120 hours may be carried over each year. PTO increases with additional service.

GROUP LEGAL

Employees are eligible to purchase legal services through MetLaw (Hyatt Legal) which includes contract preparation, legal representation, wills and much more.

PRE-TAX TRANSPORTATION

The pre-tax transportation program allows employees to defer money for mass transit and vanpool expenses as well as non-Red Cross parking. Employees may save on commuter costs by using pre-tax dollars.

FREQUENTLY ASKED QUESTIONS

How do I contact the Benefits Service Center?

1 (877) 860-7526

Savings Plan 401(k) option 1
Retirement System option 2
Healthcare Service Center option 4

I am a new hire, when do I need to elect my benefits?

You have 31 days in which to elect benefits. If you initially waived benefits or exceeded the 31 days deadline, your next opportunity would be during annual enrollment or if you have experienced a Qualified Status Change.

What if I need services before I receive my medical card?

Please contact the Healthcare Service Center at 1 (877) 860-7526, option 4. They can advise you on the proper procedures.

How do I contact Blue Cross Blue Shield?

Member Services 800-628-8549
www.bcbs.com

The information contained herein is intended to provide only an overview of each of the benefits offered by the American Red Cross. For each of the welfare and pension benefits, the summary plan description or the applicable policy would contain the official and comprehensive benefit descriptions. To obtain more information about your benefits, please contact the Benefits Service Center at 1 (877) 860-7526, option 4 or Sandra Sam-Duckett, Benefits Analyst, at (202) 303-8932.

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*Benefits provided at no cost to the employee