

2025 Benefits Plan Summary

for new employees of Savannah River Nuclear Solutions

Benefit Plan	Provider	Details	Eligibility begins	Eligibility ends
Medical	BCBS-SC	Standard, Basic	on hire date	<p>Exempt: Last day of month following termination</p> <p>Non-Exempt: The Sunday following termination</p>
Dental	BCBS-SC	Prime, Standard	on hire date	<p>Exempt: Last day of month following termination</p> <p>Non-Exempt: The Sunday following termination</p>
Vision	EyeMed	High Option, Low Option	first of the month following hire date	<p>Exempt: Last day of month following termination</p> <p>Non-Exempt: Last day of month following termination</p>
Flexible Spending Account: Traditional and Limited	HSA Bank	Annual Max: \$3,300 (can carry over \$640 to next year)	first of the month following hire date	on date of termination
Flexible Spending Account: Dependent Care	HSA Bank	Annual Max: \$5,000	first of the month following hire date	on date of termination
Aflac: Critical Illness	Aflac	\$10,000 or \$20,000 Option	first of the month following hire date	on date of termination Portability option
Aflac: Accident	Aflac	High or Low Option	first of the month following hire date	on date of termination Portability option
Health Savings Account (HSA)	HSA Bank	Seed: \$500 single, \$1,000 family Annual Max: \$4,300 / \$8,550 Over 55 can contribute an additional \$1,000 annually	first of the month following hire date	Portable: Participant retains account following termination
Short-Term Disability (STD)	Internal	1,040 total hours of STD 100% of base salary for first 200 hours reduced to 65% for remaining 840 hours. Buy-Up Option available for 100% of base salary for the full 1040 hours	on hire date	After 1,040 hours ends, you return to active work, or you're no longer approved for STD
Long-Term Disability (LTD)	Sedgwick	60% of base salary. Existing condition limitation for disabilities that occur within 12 months from hire date	after STD ends	the end of the month that you turn 65; 5 years (if beginning LTD by age 60 or older); you return to work; or you're no longer disabled; or you die

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For details on the 2025 Benefits Plan, please see the Summary Plan Descriptions located at srs.gov/general/jobs/benefits/index_e.htm

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Parental Leave	Internal	100% of base salary for 160 hours	on hire date	Within twelve months of the birth or adoption of a child or children
Tuition Reimbursement/ Student Load Debt Reduction	Internal	Tuition Reimbursement up to \$10,000 annually/Student Load Debt Reduction up to \$4,200 annually and no more than \$5,250 annually if combined	Contact Benefits for more details	on date of termination
Life Insurance - Non-Contributory (Company Paid)	Prudential	1 x salary	on hire date	on date of termination
AD&D Non-Contributory (Company Paid)	Prudential	1 x salary (24 hour coverage)	on hire date	on date of termination
Life Insurance Contributory: Employee	Prudential	Additional 1, 2, 3, 4, 5, 6, 7 or 8 times salary (with a \$1,500,000 cap)*	Coverage effective immediately following approved enrollment	Exempt: Last day of month following termination Non-Exempt: The Sunday following termination
AD&D Contributory: Employee	Prudential	Available in \$10,000 increments, to a maximum of \$300,000*	Coverage effective immediately following approved enrollment	Exempt: Last day of month following termination Non-Exempt: The Sunday following termination
Life Insurance Contributory: Spouse/Children	Prudential	Available to spouses* in \$10,000 increments (maximum \$100,000). Available to children at \$5,000 or \$10,000.	Coverage is effective immediately following enrollment	Exempt: Last day of month following termination Non-Exempt: The Sunday following termination
AD&D Contributory: Spouse/Children	Prudential	Available to spouses* in \$10,000 increments (maximum \$100,000). Available to children in \$2,000 increments (maximum \$20,000).	Coverage is effective immediately following enrollment	Exempt: Last day of month following termination Non-Exempt: The Sunday following termination

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*May require evidence of insurability

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Benefit Plan	Provider	Details	Eligibility begins	Eligibility ends								
Savings & Investment Plan (SIP)	Transamerica	<p>Program B</p> <ul style="list-style-type: none"> • Qualified non-elective company contribution of 5% of pay each pay period. Immediate vesting. • Can contribute before-tax, Roth or traditional after-tax and before-tax, or Roth catch-up contributions (age 50 or older). • Current match and vesting schedule: 50 cents on the dollar up to 8% (3-year vesting in company match). <ul style="list-style-type: none"> • <i>Beginning June 1, 2025:</i> match 50 cents on the dollar up to 8% (less than 5 years), 50 cents on the dollar up to 12% (5 or more years) • <i>Beginning June 1, 2025:</i> New hires vesting schedule: <table border="0"> <tr> <td>Year 2</td> <td>25%</td> </tr> <tr> <td>Year 3</td> <td>50%</td> </tr> <tr> <td>Year 4</td> <td>75%</td> </tr> <tr> <td>Year 5</td> <td>100%</td> </tr> </table> 	Year 2	25%	Year 3	50%	Year 4	75%	Year 5	100%	on hire date	Contributions cease when employment ends
Year 2	25%											
Year 3	50%											
Year 4	75%											
Year 5	100%											
Time Bank (paid time off)	—	All employees < 5 years: 160 hours per fiscal year	on hire date, pro-rated based on hire date within fiscal year	on date of termination								
Employee Assistance Plan (EAP)	SRNS BCBS-SC	EAP Coordinator on-site: 2-9836 First Sun EAP: (800) 968-8143 Counseling: 5 free sessions per issue/incident Life Management Services: 5 free sessions per issue/incident	on hire date	on date of termination								
Hospital Indemnity Insurance	Prudential	Low or High Coverage options: Employee, Employee and Spouse, Employee and Child(ren), Employee and Family	first of the month following hire date	Portable: Participant may request to maintain the account following termination								
Identity Theft and Home Title Fraud	IDwatchdog	Employee Only option, Family option	first of the month following hire date	Portable: Participant may request to maintain the account following termination								

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Wellness services	Service description	Provider	Details	Eligibility begins	Eligibility ends
<p>Diabetes Management Program</p> <p>Blood Pressure Management Program</p> <p>Weight Management Program</p>	<p>free Bluetooth meter, free test strips, coaching</p> <p>free Bluetooth blood pressure cuff and coaching</p> <p>free Bluetooth scale and coaching</p>	<p>Teladoc Health</p>	<p>Employee and eligible dependents who are enrolled in an SRNS Medical Plan (You must be enrolled in an SRNS Medical Plan to be eligible and meet the Teladoc Health eligibility requirements.)</p>	<p>on hire date and no cost to eligible participants that meet eligibility requirements</p>	<p>on date of termination</p>
<p>Oncology Concierge Service</p>	<p>Links participant with a case manager, who can:</p> <ul style="list-style-type: none"> Coordinate care among all your providers. This might include a primary care physician, oncologist and others. Provide support and education Make sure you get counseling to help improve your quality of life Help you in managing the cost associated with your condition by making the most of your health insurance benefits <p>Refer you for an Expert Medical Opinion at no cost to you (completely voluntary)</p>	<p>Companion Care Solutions</p>	<p>Employee and eligible dependents who are enrolled in an SRNS Medical Plan. Eligible Participants must be enrolled in an SRNS medical plan.</p>	<p>on hire date</p>	<p>on date of termination</p>
<p>Behavioral Health Telehealth Services</p>	<p>Within Health: eating disorder</p> <p>Youturn Health: substance misuse support</p> <p>NOCD: obsessive compulsive disorder (OCD)</p> <p>Meru Health: mental health program</p>	<p>Telehealth providers accessed through BCBS My Health Toolkit</p>	<p>Employee and eligible dependents who are enrolled in the SRNS Medical Plan. Participants must be enrolled in an SRNS Medical Plan.</p>	<p>on hire date</p>	<p>on date of termination</p>

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Wellness services	Service description	Provider	Details	Eligibility begins	Eligibility ends
Blue CareOnDemand	<p>Powered by MDLIVE®, board-certified doctors have an average of 15 years of experience. They are trained to provide quality telehealth care.</p> <p>When you register, you'll answer a series of questions so your doctor knows your health history. You can also see the same doctor for each visit to build a relationship.</p> <p>With Blue CareOnDemand, there are no surprise costs. You will see any out-of-pocket costs before you see your doctor. You can share a summary of your visit with your local doctor to ensure consistent care among all your doctors.</p>	MD Live TeleHealth	<p>Employees and eligible dependents how are enrolled in an SRNS Medical Plan.</p> <p>Your insurance benefits cover personalized, convenient care by phone or video. Blue CareOnDemand doctors can help with more than 80 conditions. They include all these and more: You must be enrolled an SRNS Medical Plan. You need to register and access Blue CareOnDemand through BCBS My HealthToolkit.</p>	date of hire	Exempt: Last day of month following termination. Non-exempt: The Sunday following termination
YMCA membership discount	25% discount off CSRA YMCA membership	Family Y of Greater Augusta (branches in the CSRA)	Employees and dependents that meet the YMCA eligibility requirements	date of hire	date of termination or date the agreement between SRNS and the YMCA terminates, whichever occurs first
SRNS MarketPlace	<p>Consumer shopping platform provides discounts for travel, automotive, food, golf, cash back, electronics, tickets, apparel, pet insurance and much more.</p> <p>Access: https://srnsmarketplace.benefithub.com/Welcome and register with code HRNGNX</p>	BenefitHub	Employees and dependents	date of hire	on date of termination

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Wellness services	Service description	Provider	Details	Eligibility begins	Eligibility ends
<p>Physical Therapy</p>	<p>Provides all the tools you need to get moving again from the comfort of your home. You'll get exercise therapy tailored to your needs, technology for instant feedback in the app, personal coach and physical therapist. Best of all, it's free, and 100% covered by SRNS, for you and eligible family members.</p> <p>Sign up today for help with any of the following:</p> <ul style="list-style-type: none"> Conquer pain or limited movement Recover from a past injury Reduce stiffness in achy joints. Join for your back, knee, hip, neck or shoulder. <p>On average, participants cut their pain as much as 68%*</p>	<p>Hinge Health</p>	<p>Employees and eligible dependents that are enrolled in a SRNS Medical Plan</p>	<p>date of hire</p>	<p>date of termination or when plan terminates, whichever comes first</p>

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