

# The DAVIS Companies Contractor Benefits 2021

## Health Plans:

- Eligible for Coverage after working full time hours for 90 days
- Able to enroll in coverage between the 60th & 90th days
- Contractors MUST reach out to [benefits@daviscos.com](mailto:benefits@daviscos.com) or (508) 305-6145 in order to be set up in our benefits enrollment system
- Two plans are offered to our Contractors:

**MVP Bronze Plan** - Covered by Harvard Pilgrim/United, Administered by Health Plans, Inc. (HPI)

- **Individual:** Weekly Gross Pay x 9.83% (not to exceed \$116.39 per week)
- **Family:** For a family ADD \$ 320.07 per week (not to exceed \$436.46 per week)

**Minimum Essential Coverage (MEC PLUS)**

- **Individual (single) Plan:** \$63.18 per week
- **Family Plan:** \$173.76 per week

## Caveats\*

- If they do not enroll in coverage by their 90th day they will not be eligible to enroll again until our open enrollment in December for a January 1st Effective Date (only exception is if they have a qualifying event)
- The MEC Plus Plan does NOT meet the state of Massachusetts' criteria for Minimum Essential Coverage
- Coverage for any plan begins on their 91st day



## Paid Holidays:

- After a total of 1800 hours work (45 weeks full time) Contractors become eligible for 4 paid holidays (out of the list of 6 major Holidays) each additional 400 hours from there allots another paid holiday (with a max of 6 paid holidays)
- Paid Holidays
  - New Years Day
  - Thanksgiving
  - Labor Day
  - Independence Day
  - Memorial Day
  - Christmas



## 401K Retirement Plan:

- Plan is through VOYA - eligible after 30 days, enrollments are quarterly (Jan. 1st, April 1st, July 1st, Oct. 1st)
- Contractors are eligible for a match after 1 year if service at Davis and at open enrollment, Davis matched 25% up to 4% of their salary contribution
- 401k Match Vesting Schedule
  - Less than 1 year of service at Davis - 0%
  - 1 year but less than 2-25%
  - 2 years but less than 3-50%
  - 3 years but less than 4-75%
  - 4 years or more - 100%