



2022: Benefits for Full and Part Time ZaneNet Employees

Benefit	Description	Who Pays	Start Date	Eligibility
HEALTH				
ZaneNet Health Insurance Plan	DC HealthLink: United Healthcare	Employee and ZaneNet contributes 50% of monthly employee premiums	1 st of the month after thirty (30) days of continuous employment	Full-Time, Permanent Employees
ZaneNet Dental and Vision Coverage	Guardian Vision and Dental Plan	Employee and ZaneNet contributes 90% of monthly employee premium	1 st of the month after thirty (30) days of continuous employment	Full-Time, Permanent Employees
PROTECTION				
Short Term Disability	SunLife Short Term Disability (STD) 60% of basic month earnings, up to 13 weeks	ZaneNet	1 st of the month after thirty (30) days of continuous employment	Full-Time, Permanent Employees
Long Term Disability	SunLife Long Term Disability – 60% of basic monthly earnings, eligible after 90 days of disability	Employee and ZaneNet	1 st of the month after thirty (30) days of continuous employment	Full-Time, Permanent Employees
Life Insurance	\$25,000 life insurance policy	ZaneNet	1 st of the month after thirty (30) days of continuous employment	Full-Time, Permanent Employees
RETIREMENT				
Saving and Retirement Plan	John Hancock 401K Retirement Fund	Employee contributes a portion of their salary and ZaneNet may contribute based on profit	1 st of the month after thirty (60) days of continuous employment	Full-Time, Permanent Employees Part-Time, Permanent Employees
WORK/LIFE BALANCE				
Paid Holidays	10 Holidays	ZaneNet	Date of Hire	Full-Time, Permanent Employees
Paid Time Off (PTO)	15 days per year	ZaneNet	Prorated based on date of hire	Full-Time, Permanent Employees
DC Paid Family Medical Leave	Up to 8 weeks	District of Columbia	After one year of employment	DC Employees who work at Part-time (50% time)
COMMUTING BENEFIT				
Smart Benefits	Monthly commuting program where ZaneNet matches employee contribution up to \$50.00 towards Metro costs	Employee and ZaneNet	1 st of the month after thirty (30) days of continuous employment	Full-Time, Permanent Employees Part-Time Employees (prorated)