

### RESOURCES AND TOOLS

HEALTH PLANS, INC.  
CAPTIVATED HEALTH  
[www.healthplansinc.com](http://www.healthplansinc.com)  
877.906.5730

HEALTH EQUITY  
[www.healthequity.com](http://www.healthequity.com)  
877.826.6882

DELTA DENTAL  
[www.deltamass.com](http://www.deltamass.com)  
800.872.0500

VISION PLAN BLUE 20/20  
[www.blue2020ma.com](http://www.blue2020ma.com)  
855.875.6948

JOHN HANCOCK  
[www.jhancockpensions.com](http://www.jhancockpensions.com)  
800.395.1113

MEMBER SAVINGS  
PROGRAM  
[www.healthplansinc.com](http://www.healthplansinc.com)

CAPTIVATED HEALTH  
CONCIERGE  
855.204.4539

### MEDICAL PLAN

PLAN NAME: Health Plans, Inc. (a Harvard Pilgrim company),  
Captivated Health HDHP-PPO

PLAN YEAR DEDUCTIBLE: In-network \$2,000 individual/\$4,000 family  
The school pays 75% of the premium for the individual or family plan.  
The employee contribution is 25% of the premium.

### HEALTH SAVINGS ACCOUNT (HSA)

PLAN NAME: Health Equity

A health savings account (HSA) is offered in connection with the Captivated Health medical plan. The school contributes 50% of the medical plan deductible: \$1,000 for individual plans, and \$2,000 for family plans per year. The employee portion may be contributed on a pre-tax basis.

Through Health Plans, Inc.'s partnership with Harvard Pilgrim Health Care, you can receive exclusive discounts on selected health-related products and services.

A sampling of products and services include:

- **FITNESS:** fitness reimbursement, Appalachian Mountain Club, Boston Ski + Sports Club
- **VISION:** Laser Vision Procedures, Visionworks, EyeMed Affiliates
- **HOLISTIC WELLNESS:** WholeHealth Living Choices, Ava Fertility Tracker
- **SENIOR CARE:** CareScout Elder Advocacy, Home Instead Senior Care, SeniorAssist
- **NUTRITION:** DASH for Health, Jenny Craig, Savor Health, The Dinner Daily
- **AND MORE:** Smoking cessation programs, mindfulness offerings

### DENTAL PLAN

PLAN NAME: Delta Dental

The school offers dental insurance for individuals and families. The school pays 75% of the premium for individual and family plans.

### VISION PLAN

PLAN NAME: Blue 20/20

The school offers a vision insurance plan for individuals and families. The premium is 100% paid by the employee.

### 401(K) RETIREMENT PLAN

PLAN NAME: John Hancock

The school offers full-time employees a 401 (K) Plan. Following the first full year of employment at an educational institution, Pingree contributes 4% of an employee's salary and will match up to an additional 4%, totaling up to 8%. The employee portion is contributed on a pre-tax basis.

### LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT

PLAN NAME: Mutual of Omaha

Insurance coverage is equal to two times the employee's annual salary, to a maximum of \$175,000. The premium is 100% paid by Pingree School. Insurance benefits are subject to age reductions at age 65 and age 70.

## DISABILITY PLANS

- **SHORT TERM DISABILITY:** Short term disability insurance is offered to full-time employees through Mutual of Omaha at 70% pay up to a maximum of 12 weeks depending on medical need. Additional information about STD benefits and leave under the Massachusetts Paid Family and Medical Leave Act (PFML) is available through the Business Office.
- **GROUP VOLUNTARY LONG TERM DISABILITY:** The school offers full time employees a long term disability insurance through Mutual of Omaha. The benefit waiting period is 90 days and does not cover pre-existing conditions. The plan pays a benefit up to 60% of your monthly earnings, to a maximum of \$5,000 per month. The premium is paid by the employee, resulting in the benefit not being taxed.

## WELLNESS PROGRAMS AND POLICIES

Pingree encourages community members to live healthy, active lifestyles.

- **DAILY BREAKFAST AND LUNCH:** Nutritionally-minded meals provided by Sodexo
- **ON-SITE FITNESS CENTER:** Cardio machines, weights, gym, dance/yoga studio, ice rink, tennis courts, and outdoor pool
- **EXERCISE AND WELLNESS CLASSES:** Offerings have included yoga, group cardio fitness, and mindfulness
- **FLU CLINICS AND CPR TRAINING:** Offered annually
- **POLICIES:** Stretch breaks during lengthy meetings, healthy snacks available, 55 minutes of work time for wellness

## PROFESSIONAL DEVELOPMENT

Pingree believes in and proudly supports lifelong learning and the ongoing professional development of its faculty, staff, and administrators. Past opportunities include conferences, workshops, trainings, certifications, graduate courses.

## GRATITUDE GRANTS

At the conclusion of certain defined years of service, the school awards monetary grants to acknowledge employee dedication to returning employees, assuming annual budget/enrollment goals are met. Additional information available in the Business Office.

## FAMILY SUPPORT

Pingree School is committed to supporting our faculty and staff and their families.

- **FINANCIAL PLANNING ASSISTANCE:** Pingree offers the services of a Certified Financial Planner (CFP) to employees several times per year, at no charge. Financial planning seminars on various topics are also offered.
- **CHILDCARE ON SELECTED DAYS AND VACATIONS:** On-site childcare is offered for school-age children during public school vacation weeks and select faculty/staff meeting dates.
- **PINGREE DAY CAMP:** Current faculty and staff receive an 80% discount for summer camp for children and grandchildren. Registration code available through the business office must be entered at the time of registration.
- **MUSEUM PASSES:** Passes for borrowing are available in the main office for the Museum of Science, the Museum of Fine Arts, and the Peabody Essex Museum.
- **SCHOOL SPACE:** Use of school spaces for personal or family events when available.

## TUITION REMISSION

Full-time faculty and staff members hired prior to January 1, 2005 receive 90% off of the annual tuition fee. Full-time faculty and staff members hired after January 1, 2005 receive 33% off of the annual tuition fee. Additional tuition reduction may be awarded by applying for need-based financial aid through the Financial Aid Office. The employee's Pingree salary will be excluded in the computation of any financial aid awarded. To receive tuition remission, full-time faculty and staff members must be active at the time of signing the enrollment agreement and during the academic year in which the tuition remission is to be applied.

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| <i>For more information, please contact:</i><br><b>Laura Ogden</b><br>Director of HR and General Counsel<br>Pingree School<br>Phone: 978.468.4415, ext. 222<br>Email: logden@pingree.org | <b>PARTICIPATION RATES*</b> (Per semi-monthly payroll deduction) |                |               |               |
|  |  | <b>MEDICAL</b> | <b>DENTAL</b> | <b>VISION</b> |
|  | <b>INDIVIDUAL</b>  | \$102.25       | \$6.61        | \$3.84        |
|  | <b>2-PERSON</b>  | \$235.17       | \$12.65       | \$6.98        |
|  | <b>FAMILY</b>  | \$291.37       | \$20.17       | \$10.68       |

*\*Rates are based on those set in May 2021 and are subject to change at the school's discretion without notice.*

*This pamphlet is provided for your convenience and is for informational purposes only. Pingree School is not responsible for any errors, omissions or changes initiated by Pingree School or a third party. If there is a discrepancy between the information in this pamphlet and the official plan documents, the plan documents will always govern. This guide is not a contract and does not intent to create contractual obligations of any kind. Revised May 2021.*