

Your Work Makes A Difference

Choose Benefits That Work For You



Eligibility and Enrollment



What Am I Eligible For?

Your eligibility for benefits is determined by the hours you are scheduled to work per week. Refer to the table below for details.

BENEFIT	FULL-TIME (30+ hours per week)	PART-TIME (20–29 hours per week)	CONTINGENT (<20 hours per week)
Medical and Rx Plans	X		
Health Savings Account	X		
Dental Insurance	X		
Vision Insurance	X		
Flexible Spending Accounts			
Health Care FSA	X		
Dependent Care FSA	X	X	
Commuter FSA	X	X	
Basic Life and AD&D Insurance	X		
Short-Term and Long-Term Disability	X		
Paid Parental Leave	X ¹		
Maven Reproductive and Parenting Support	X	X	X
Supplemental Life and AD&D Insurance	X	X	
Accident, Critical Illness, and Hospital Indemnity Insurance	X	X	
UrbanSitter (child/elder/pet care services)	X	X	X
Pet Insurance	X	X	X
Airvet: Telemedicine for Pets	X	X	X
403(b) and 401(a) Retirement Plans	X	X	X
Wellness Your Way Well-Being Program	X	X	X
Employee Assistance Program	X	X	X
Paid Time Off, Sick Time, and Paid Holidays	X	X	X
Education Benefits	X	X	

(1) Part-time and contingent employees are eligible for state coverage in states where provided.

Note: Your dependent family members are eligible for coverage including your legally married partner; your children up to age 26; or a child of any age if disabled before age 26. You are required to provide proof of eligibility for all dependents being enrolled in coverage. The required documents are provided within the enrollment process in Workday. You can also view the requirements on the benefits portal at this web address: NCR.lockbenefit.com.

National Church Residences reserves the right to make changes to or to terminate any of the National Church Residences employee benefit plans at any time, without prior notice to or consent from any employee, former employee, or participant. If there is any inconsistency between this document and the official plan documents and contracts governing the terms of the National Church Residences employee benefit plans, the official plan documents and contracts will control.

The terms “you” and “your” as used in this document refer to a National Church Residences employee who meets all the eligibility and participation requirements under the various plans and programs discussed in this document as the case may be. Receipt of this document does not guarantee that the recipient is a participant under one or more of the National Church Residences employee benefit plans or otherwise eligible for benefits under one or more of the National Church Residences employee benefit plans.