

Alight Solutions Programs for Temporary Colleagues (USA)

In addition to the below, Alight offers two online repositories that you should visit regularly:

- UPoint is your destination for viewing company policies, submitting your time card, managing your retirement and health and insurance accounts, and more.
- Spotlight, the company homepage, will keep you up to date on global and local news and initiatives.

Program	Details
Medical, Dental, and Vision Insurance	<p>Choose your coverage level and insurance carrier on the Exchange, a private online marketplace. You will have several coverage levels to choose from on a post-tax basis, including high deductible plans (HDHP) as well as traditional plans with set co-pays. Premiums (for the full cost of coverage) will be directly billed on a monthly basis. Enroll on UPoint or by calling the HR4U Service Center at 833-444-4748.</p> <p>In addition, Alight Health Pros are here to help with inquiries like finding doctors, getting cost estimates, and solving complex billing problems. Health Pro services are free and simple to use, whether or not you have health insurance through Alight, by clicking on the “Health Pro” tile on UPoint.</p>
Critical Illness Insurance	<p>Supplemental coverage is available for all colleagues to purchase, and Alight automatically provides core coverage of \$3,000 if you enroll in an HDHP.</p>
Alight 401(k) Savings Plan	<p>Your participation in the plan and eligibility to receive company contributions is effective on the first of the month after six months of service. Once eligible, Alight matches your contributions at 100% of the first 1%, and 50% of the next 6%. In addition, you’re also eligible for the company-provided annual Retirement Account Contribution (RAC) of 2.5% of your eligible earnings. Therefore, your total possible company contributions (matching contributions plus RAC) equal 6.5%. All company contributions are vested after two years of service.</p> <p>Once you are eligible to participate, you will receive a welcome email, inviting you to enroll in the plan via UPoint. If you do not make a timely election to participate or waive participation, you will be automatically enrolled in the plan at a 3% before-tax rate. You can start, stop, or change your elections at any time throughout the year on UPoint.</p>
Paid Time Off	<p>Earn one hour of wellness time for every 30 hours worked. Also, paid time off is available if your schedule does not allow you to vote outside of work hours.</p>
Employee Assistance Program	<p>Obtain confidential counseling from ComPsych (six sessions per issue, per year either in-person or virtually) at no cost to you. Financial and legal guidance plus work/life services can also help you balance needs at home and at work. All services are available to your entire household. Reach ComPsych via the EAP tile on the UPoint home page.</p>