

TCWGLOBAL 2024 BENEFITS

ALL EMPLOYEES **CLASSIFIED AS FULL-TIME** (WORKING 30+ HOURS/WEEK) WILL BE OFFERED BENEFITS EFFECTIVE THE FIRST OF THE MONTH FOLLOWING 30 DAYS OF EMPLOYMENT.

PER COMPLIANCE & DISCRIMINATORY LAWS, WAITING PERIODS CANNOT BE WAIVED.

BENEFITS PACKAGE	MEDICAL	DENTAL	VISION	ADDITIONAL INFO
BASIC	\$250	EMPLOYEE PAID	EMPLOYEE PAID	Client contributes 50% of the lowest cost medical plan <i>*Clients with employees making \$22.98/hr. and under with have a \$414 monthly contribution in compliance with the ACA law.</i>
DELUXE + DENTAL	\$425	\$9.49- \$122.28	EMPLOYEE PAID	Client contributes 85% of the lowest cost medical plan and 85% of all dental options
DELUXE	\$425	EMPLOYEE PAID	EMPLOYEE PAID	Client contributes 85% of the lowest cost medical plan
PREMIUM	\$500.72 - \$1,989.83	\$11.17- \$143.86	\$8.25 - \$23.24	Client contributes 100% for all medical, dental, and vision plans
SAN FRANCISCO BASIC <small>This package is offered to employees working in San Francisco.</small>	\$636	EMPLOYEE PAID	EMPLOYEE PAID	These employees are auto-enrolled in medical to meet the minimum expenditure rate in compliance with SFHCSO.
HAWAII BASIC <small>This package is offered to employees living in Hawaii.</small>	\$722	EMPLOYEE PAID	EMPLOYEE PAID	Client contributes minimum contribution to maintain affordability threshold in accordance with the state of Hawaii.

RATES ARE CLIENT COST PER EMPLOYEE PER MONTH



PLANS OFFERED

- MEDICAL: UMR SELECT EPO
UMR PREFERRED PPO
UMR CHOICE PPO
- DENTAL: CIGNA HMO (CA ONLY)
CIGNA PPO
- VISION: VSP



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