

## BENEFITS ELIGIBILITY MATRIX

<b>Benefit Plans</b>	<b>SHRA/EHRA Employees</b> -FTE>0.749 -Recurring Contract or Work Obligation ≥ 9 months	<b>SHRA/EHRA Employees</b> -FTE>0.749 - Contract or Work Obligation < 9 months	<b>SHRA/EHRA Employees</b> - FTE 0.5 to 0.749	<b>SHRA/EHRA Employees</b> - FTE <0.49  <b>Temporary Employees (Any FTE)</b>
<b>State Health Plan</b> - Traditional 70/30 Plan, Enhanced 80/20 Plan, or Consumer-Directed Health Plan	Eligible - Employees pay the full cost of dependent coverage	Eligible - Employees pay the full cost of coverage	Eligible - Employees pay the full cost of coverage	Not Eligible
<b>NCFlex Benefits Plans</b> -dental, vision, cancer, critical illness, flexible spending accounts, life and AD&D insurance	Eligible - Employees pay the full cost of coverage	Eligible - Employees pay the full cost of coverage	Eligible - Employees pay the full cost of coverage	Not Eligible
<b>NC State University Benefit Plan</b> - MetLife, Hyatt Legal, Travelers Insurance	Eligible - Employees pay the full cost of coverage	Not Eligible	Not Eligible	Not Eligible
<b>Voluntary Long –Term Disability Plans</b> -Liberty Mutual (for TSERS) or Standard (for ORP)	Eligible - Employees pay the full cost of coverage	Not Eligible	Not Eligible	Not Eligible
<b>Mandatory Retirement Plans</b> - TSERS or OPR	Eligible	Not Eligible	Not Eligible	Not Eligible
<b>Voluntary Retirement Plans</b> - 401(k), 403(b), and 457 plans	Eligible	Eligible - Excludes 401(K) Plan	Eligible - Excludes 401(K) Plan	Eligible - Excludes 401(K) Plan