



Benefits Summary* **(for non-represented employees)**

Medical Plan

- Choice of Blue Cross and Blue Shield Plans: Blue Care Elect PPO or Blue Care Elect Saver PPO with annual deductible and a Health Savings Account.
- Eligible to enroll in the plan (including eligible dependents) on first day of employment. New hires must enroll in the plan within thirty days of their start date, or wait until the next open enrollment period. If employee chooses to enroll during their first thirty days, the effective date of coverage will be the first day of employment.
- Employees and NSTAR share in the cost of coverage.

Dental Plan

- Delta Dental - covers a broad range of services including oral exams, X-rays, fillings, root canals, dentures, crowns, bridges and orthodontia.
- Eligible to enroll in the plan (including eligible dependents) on first day of employment. New hires must enroll in the plan within thirty days of their start date, or wait until the next open enrollment period. If employee chooses to enroll during their first thirty days, the effective date of coverage will be the first day of employment.
- Employees and NSTAR share in the cost of coverage.

Vision Care Plan

- A program with a reimbursement schedule for eye exams, frames, lenses and/or contact lenses. Blue Cross and Blue Shield of MA, administers this program.
- Eligible to enroll in the plan (including eligible dependents) on first day of employment. New hires must enroll in the plan within thirty days of their start date, or wait until the next open enrollment period. If employee chooses to enroll during their first thirty days, the effective date of coverage will be the first day of employment.
- Employees and NSTAR share in the cost of coverage.

Life Insurance

- Basic Group Term Life Insurance coverage is provided to employees at two times their authorized rate of base pay (annualized), subject to a maximum amount.
- Accidental Death and Dismemberment (AD&D) and Business Travel Accident insurance coverage are also provided.
- Employees are automatically enrolled in these plans on their first day of employment.
- NSTAR pays the full cost of Basic, AD&D and Business Travel insurance coverage.

Supplemental Life Insurance

- Employees may purchase additional life insurance for themselves and their eligible dependents at any time during their employment (may be required to provide evidence of insurability).

- Employees may purchase personal accident insurance for themselves at any time during their employment.

401(k) Savings Plan

- Allows pretax contributions of between 1% and 50% of eligible pay up to the annual dollar limit (\$15,500 for 2007).
- Allows “catch up” contribution of up to \$5,000 (effective January 1, 2007), for employees who are age 50 or older who are making the annual maximum contribution (\$15,500 for 2007).
- NSTAR will match 50% up to the first 8% of eligible pay that employees save
- Eligible to enroll in the plan as soon as administratively possible, following date of hire.

Pension Plan

- Employees earn annual pension credits based on their age on January 1st of each year.
- Employees become vested after completing five years of vesting service.
- Employees may elect to receive their pension benefit as a lump sum or other optional forms of annuity payments.
- Employees are automatically enrolled in the plan on the January 1 or July 1 following completion of eligibility requirements.

Vacation

- For your first year of hire, employees earn 10 hours of vacation for each full month of employment. Example, if an employee starts May 2nd, you will accrue 10 hours/month for June through December, or 70 hours, for that year. You will continue earning 10 hours of vacation per month the following year until you reach your one-year anniversary (May) at which time you will receive a total of 120 hours, or 15 vacation days.
- 1 to 9 years of service – 15 vacation days (120 hours)
- 10 to 19 years of service – 20 vacation days (160 hours)
- 20+ years of service – 25 vacation days (200 hours)

Personal Days/Holidays

- Two personal days after 6 months of employment.
- Ten standard holidays.

Dependent Care Plan

- Allows employees to contribute pre-tax money to be used for eligible dependent care expenses.
- Employees are eligible to join the plan within the first thirty days of employment, or wait until the next annual open enrollment period.

Tuition Reimbursement Program

- NSTAR provides tuition assistance to help share in the cost of continuing an employee’s education, so that they may gain, maintain or improve their business-related knowledge.
- Employees are eligible for up to \$5,000 of tuition expense per year for “approved” undergraduate degree work or up to \$5,250 of tuition expense per year for

- “approved” graduate degree work. Reimbursements are based on final grade of the class.
- Books and other materials are not covered under this policy.

Discounted Auto and Homeowner’s Insurance Program through Met Life

- Competitive group rates for Auto and Homeowners Insurance.
- Convenient payroll deduction is available.

****NOTE: This summary is intended to describe benefit plan highlights available to eligible employees only and is not a benefit plan booklet or summary plan description, or an offer of employment or employment benefits. Part-time employees may receive benefits on a pro-rated basis, assuming certain eligibility requirements are met.***