

APPENDIX F
Eligibility Matrix

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PRINCIPAL CONTRACTOR EMPLOYEES

PROGRAM	ENHANCED RETIREMENT	VOLUNTARY ROF	INVOLUNTARY ROF
External Education Assistance ¹	No	Yes Option One	Yes Eligible Workers
DOE Resume Databank (JOBBS)	No	Yes	Yes
EAP	Yes	Yes	Yes
Relocation Assistance	No	Yes Option One	Yes Eligible Workers
Outplacement Assistance ¹	No	Yes	Yes
Extended Medical Benefits	Retiree Plan	Yes	Yes
Separation Payment	No	26 weeks base pay maximum OR Lump Sum Incentive	26 weeks base pay maximum
Preference in Hiring	No	No ²	Yes Eligible Workers

¹ Can initiate participation on receipt of Layoff/WARN notice.

² Except for those who utilize the Education Assistance program, they would receive preference secondary to IROF workers.

Eligible Workers are those who meet the Plan eligibility criteria outlined on page 16.

**EMPLOYEES OF OTHER CONTRACTORS,
SUBCONTRACTORS, LOWER TIER SUBCONTRACTORS,
and INTERMITTENT EMPLOYEES**

PROGRAM	AVAILABILITY
External Education Assistance ¹	Yes Eligible Workers
DOE Resume Databank (JOBBS)	Yes Eligible Workers
EAP	In accordance with respective company policies
Relocation Assistance	Yes Eligible Workers
Outplacement Assistance ¹	Yes Eligible Workers
Extended Medical Benefits	No
Separation Payment	One time payment for eligible construction workers only. All others in accordance with respective company policies.
Preference in Hiring	Yes Eligible Workers

¹ Can initiate participation on receipt of Layoff/WARN notice.

Eligible Workers are those who meet the Plan eligibility criteria outlined on page 16.

Employees, if covered under an employer medical program by their employer from whom they terminate, are eligible for coverage under COBRA.