

Welcome to Trilogy Benefit Plans

Kingston employees will gain access to these amazing perks on 3.29.2026

CHOOSE THE BENEFITS THAT MATTER MOST TO YOU



New Eligibility and OE Dates

- Part-time employees can enjoy many company benefits, with the exception of medical coverage and company-paid life insurance
- Employees hired at Kingston before March 1, 2026, will have their benefit coverage become effective on March 29, 2026
- **Open Enrollment will be available in INFOR from February 11–18, 2026**



Weekly Pay

- Benefit premiums are spread across 52 checks
- Quarterly Raises for campus hourly employees – Your hard work is rewarded every three months!
- HSA and 401(k) matches are credited weekly
 - HSA maximum match of \$500 for employee or employee + spouse coverage, or up to \$1,200 for employee + children or family coverage
 - 401k match- \$0.25 for every \$1 you save, up to 10% of your eligible pay



Support Beyond Just the Employee

- Paid Parental Leave – Supports you during important family moments.
- LegalShield – Provides access to an attorney for legal matters, including adoption and divorce.
- Pet, Home, and Auto Insurance – Helps protect what matters most during life's more costly moments.
- Dependent Care Flexible Spending Account (DCFSA) – Helps you manage eligible dependent care expenses with pre-tax dollars.

Scan the QR
code to access
the 2026 Trilogy
Benefit Guide



Scan the QR
code to access
Trilogy Thrive
Website





Introducing: First Stop Health

- Must be enrolled in a medical plan
- Covers all household members, regardless of enrollment status
- Free virtual urgent care and primary care visits
- Free virtual counseling sessions
- Free disease management coaching for weight management, sleep, diabetes, and more



Lifestyle Spending Account

- Wellness Credits – Earn credits for completing classes, biometric testing, giving peer shout-outs and more!
- Earn Up to \$600 annually (\$150 quarterly).
- Spend your credits on groceries, utilities, gas, and even a little fun!



Accessing a National Network Provider

- Highly rated virtual care, with a 4.9 out of 5-member rating
- Yellow and Blue Plans – Offer a wider network of providers, giving you the flexibility to see the doctors and specialists that work best for you
- Green Plan (Open Access) – Gives you the freedom to choose your providers



Financial Resources

- Trilogy Foundation – Helping you and your family with emergency support, scholarships, the Care Shelf, and first-time homebuyer savings programs.
- Purchasing Power – Make purchases easily through payroll deductions, with no credit check required.
- Trilogy Perks – Save on travel, dining, entertainment, and more with exclusive employee discounts.

Other Benefits:

- Guild Education Assistance – After six months, full- and part-time employees can access tuition reimbursement, student loan repayment support, and other educational resources. (Eligibility is based on your original Kingston hire date).
- Apprenticeship Tracks – Explore hands-on learning in multiple areas, including clinical, culinary, and administrative fields.
- Free Meal Program- Employees receive one complimentary meal per shift.
- STARS Recognition Program- Earn gift cards or special items as a reward for your contributions and achievements.
- OGO (Oh Great One)- Be recognized for your achievements with pins, public recognition on the photo wall, and STARS Bank Credits.
- Marketplace Chaplains- Support for your well-being, offering care, hope, and compassion both in person and via the app.