

## Summary of Benefits

### MECCA Services

Benefit	Who Pays?	Description	When Does It Become Available?	FT	PT (Regularly scheduled for 30-40 hours per week)	PT (Regularly scheduled for less than 30 hours per week)
Paid Leave Plan (PTO): <ul style="list-style-type: none"> <li>• Vacation</li> <li>• Sick</li> </ul>	MECCA	Paid leave is a program providing time off from work and is a combination of traditional vacation and sick leave. Time is accrued each pay period based on the number of hours worked. <p>Total Annual Accrual:</p> <ul style="list-style-type: none"> <li>• 1 &amp; 2 year: 168 hours (21 days)</li> <li>• 3<sup>rd</sup> thru 5<sup>th</sup> year: 208 hours (26 days)</li> <li>• 6<sup>th</sup> thru 15<sup>th</sup> year: 248 hours (31 days)</li> <li>• 16 or more years: 272 hours (34 days)</li> </ul> (Example based on a full-time employee) <p>Payment of unused time off (up to maximum) will be made at termination if the following are met:</p> <ul style="list-style-type: none"> <li>• Completed at least one (1) year of continuous employment;</li> <li>• Termination is voluntary (other than job abandonment);</li> <li>• Required notice of separation is given per company's termination policy</li> </ul>	Begins to accrue immediately and is available as accrued	★	★	
Holidays	MECCA	New Year's Day; Martin Luther King Jr.'s Birthday; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Day (or other religious holiday)	Upon hire	★	★	<b>Hourly employees are paid 1½ time for hours worked</b>
Group Life Insurance	MECCA	Benefit is equal to 2x annual salary. Plan pays an additional 2x annual salary in the event of an accidental death.	First of the month after 3 full months of employment	★	★	
Supplemental Life Insurance	You	Supplemental life insurance may be purchased to provide additional coverage to you, your spouse, or your children. Premiums are based on age and the amount of coverage desired.	First of the month after 3 full months of employment	★	★	

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Health Insurance	You & MECCA	<p>Choice of 2 Wellmark plans:</p> <p><u>Blue Access:</u> Must receive services from a plan provider.</p> <ul style="list-style-type: none"> <li>• Annual Deductible - \$750 individual/\$1,000 family</li> <li>• Co-pay - \$15</li> <li>• Co-insurance – 20%</li> <li>• Prescription co-pays - \$15/\$30/\$45</li> </ul> <p><u>Alliance Select:</u> Receive services from any provider; however what the plan pays varies depending on whether you use a plan provider or non-plan provider.</p> <ul style="list-style-type: none"> <li>• Annual Deductible - \$1,000 individual/\$2,000 family</li> <li>• Co-pay - \$15</li> <li>• Co-insurance – 10% in network; 20% out of network</li> <li>• Prescription co-pays - \$15/\$30/\$45</li> </ul>	Employees regularly scheduled for 30 or more hours per week or eligible on the 1 <sup>st</sup> of the month following hire. Premiums shown are for full-time employees.	★	★	
Dental Insurance	Included in health premium above	<p>Employees who enroll in health insurance are automatically enrolled in dental insurance. Employees may not select dental insurance only.</p> <ul style="list-style-type: none"> <li>• Preventive has a 20% coinsurance.</li> <li>• Routine, restorative, root canals etc. are subject to a \$25 deductible plus 20% coinsurance.</li> <li>• Major such as crowns and dentures are subject to a \$25 deductible plus 50% coinsurance</li> <li>• Benefit period maximum is \$1,000</li> <li>• Orthodontics covered; subject to \$25 deductible plus 50% coinsurance up to a maximum of \$1,000</li> </ul>	Same as Health Insurance	★	★	
Extended Illness Benefit (EIB)	N/A	Extended illness benefit accrues at a rate of 2 hours per pay period (full-time employees). Maximum accrual is 560 hours (70 days).	Begins to accrue immediately. It is available when an employee has an injury or illness causing them to miss more than 40 hours (1 week) of work.	★	Salaried only	
Long-term Disability	MECCA	Disability of more than 90 calendar days. Pay 60% of base salary.	First of the month after 3 full months of employment	★	★	

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Health Care Reimbursement Plan	You	Allows employees to set aside non-taxable money from paycheck to pay for medical, dental, or vision expenses.	Immediately	★	★	
Dependent Care Reimbursement Plan	You	Allows employees to set aside non-taxable money from paycheck to pay for care of children or dependent adults.	Immediately	★	★	
403(b)	You & MECCA	Allows employees to contribute pre-tax dollars to a retirement account with several investments options. A company contribution begins once an employee has completed one year of employment. (Full details available in the Summary Plan Description).	Immediately	★	★	★
Employee Assistance Program	MECCA	The Employee Assistance Program provides confidential professional assistance to employees and their families for a wide range of personal and work related issues.	Immediately	★	★	★
Tuition Reimbursement	MECCA	Tuition reimbursement is available for classes in the pursuit of learning Spanish.	Immediately	★	★	★
Parking	MECCA	Parking is free at all MECCA facilities.	Immediately	★	★	★