



FULL TIME: BENEFITS & PERKS

Medical/Rx Insurance

You have the option of participating in one of two plans through BCBS, a Standard PPO plan (PPO) or a Healthcare Assistant High Deductible PPO Plan (HCA). Telemedicine services are available through MDLive on both plans.

| Type of Service | In-Network Coverage Amount |
|--|---|
| Preventive Care | Plan Pays 100% |
| Deductible | PPO \$1,000 Individual, \$3,000 Family HCA \$3,000 Individual, \$6,850 Family |
| Annual Out of Pocket Max | PPO \$3,000 Individual, \$9,000 Family HCA \$3,000 Individual, \$6,850 Family |
| Bi-Weekly Cost | Individual PPO \$64.93, Individual HCA \$45.39 Employee + Spouse, Employee + Child(ren), Family coverage available |
| Visit BCBS's website at https://www.bcbsil.com/find-care/providers-in-your-network/find-a-doctor-or-hospital to locate network providers. | |

Dental Insurance

You have the option of participating in the dental plan through Delta Dental.

| Type of Service | In-Network Coverage Amount |
|---|--|
| Preventive Care | Exams, cleanings, X-rays – Plan Pays 100% |
| Deductible | \$50 Individual, \$150 Family |
| Annual Plan Maximum | \$2,000 per person |
| Lifetime Orthodontic | \$2,000 per minor dependent, 12 month waiting period applies |
| Bi-Weekly Cost | Individual \$2.90 Employee + Spouse, Employee + Child(ren), Family coverage available |
| Visit Delta Dental of Illinois' website at https://www.deltadentalil.com to locate network providers. | |

Vision Insurance

You have the option of participating in the vision plan through EyeMed.

| Type of Service | In-Network Coverage Amount |
|--|---|
| Annual Eye Exam | \$10 Copay |
| Frames / Contact Lenses | \$25 Materials Copay, \$150 Allowance |
| Frequency | Exam, Lenses / Contacts – Once per calendar year Frames – Once every other calendar year |
| Bi-Weekly Cost | Individual \$0.64 Employee + Spouse, Employee + Child(ren), Family coverage available |
| Visit https://eyedoclocator.eyemedvisioncare.com to locate in network providers | |

Additional Full Time Benefits & Perks

| Benefit / Vendor | Description |
|--|---|
| Flexible Spending Account (FSA) WEX | Use pre-tax dollars for certain IRS-approved medical care expenses not covered by your insurance plan. |
| Commuter Spending Account WEX | Use pre-tax dollars for qualified mass transit and parking expenses associated with your commute to work. |
| Basic Life and AD&D Insurance UNUM | \$50,000 in group life and accidental death and dismemberment (AD&D) insurance provided at no cost. |
| Voluntary Life and AD&D Insurance UNUM | Purchase additional life and accidental death and dismemberment (AD&D) insurance for yourself, spouse and/or child(ren) |
| Short Term Disability UNUM | Disability income benefits will provide replacement of lost income up to 60% weekly. |
| Long Term Disability UNUM | Disability income benefits will provide replacement of lost income up to 60% monthly. |
| Accident Insurance UNUM | Accident Insurance pays a set benefit amount based on the type of injury you have and the type of treatment you need. |
| Critical Illness Insurance UNUM | Critical Illness coverage pays a lump sum if you are diagnosed with a covered critical illness. |
| Hospital Insurance UNUM | Hospital coverage pays a lump sum if you are admitted to the hospital for a covered accident, illness or childbirth. |
| Employee Assistance Program UNUM | The Employee Assistance Program provides help with personal and work-related issues. |
| Prepaid Legal Plan LegaleASE | Legal insurance provides support and protection for covered personal legal issues. |
| 401k Retirement Savings Plan VOYA Financial | To be eligible, one must be at least 21 years of age, have completed 3 months of service and within that timeframe worked at least 250 hours. Company match provided at \$0.35 per \$1.00 up to 5%. |
| Paid Parental Leave | 2 weeks of paid parental leave following the birth of a child or the placement of a child for adoption. |
| Time Off | Vacation days and Sick days accrued based on tenure |
| Professional Development Account (PDA) | PDAs can be utilized for activities relevant to your work skills or in pursuing a career path with Midtown. |
| Club Membership | Associates are eligible for a complimentary membership (up to a family membership), at their primary club. |
| Club Discounts | Associates are entitled to receive discounts on merchandise, services and café purchases. |