

2019 Employee Benefits Summary

The following benefits are in effect as of 1/1/19. While benefits are always subject to change, we expect these to remain in effect beyond 2019.

HUMANA

Health Insurance: Midtown Alliance provides a comprehensive medical package via Humana. We pay all but \$1 per month per employee. The annual deductible is \$2,000 per year. Family members can be added at the employee's cost with pre-tax dollars.

METLIFE

Dental Insurance: Midtown Alliance provides a Dental plan through MetLife covering 100% of preventative services (cleanings and basic x-rays), 80% for basic services (e.g. fillings) and 50% for major services (e.g. crowns). It does not provide for orthodontia. Family members can be added at the employee's cost with pre-tax dollars.

Vision Plan: Midtown Alliance provides a vision plan for glasses, contacts and annual eye exams. Family members can be added at the employee's cost with pre-tax dollars.

Life Insurance: Midtown Alliance provides a group, term life insurance plan with a \$25,000 death benefit and an additional \$25,000 for accidental death.

Short Term Disability: We provide a short term disability plan for injury or illness. Benefits commence immediately for injury and after seven days for illness. The benefit period is generally 26 weeks with payment at 60% of employee compensation (not to exceed \$1,500 per week).

Long Term Disability: We provide a long term disability plan for injury or illness. Benefits commence after 26 weeks and continue until Social Security begins. The plan pays 60% of compensation not to exceed \$6,000/month.

Vacation: Starts at 15 days per year (prorated) with 1 day per year of service added, up to 5 additional days. Up to 10 days of unused vacation may roll forward.

Paid Sick Leave: Up to 10 days per year (prorated). Cannot roll forward.

Paid Holidays: 13 per year

Alternative Transportation Incentive: Midtown Alliance provides incentives to employees who elect to use alternative modes of transportation to and from the office as follows:

- Transit, a \$50 subsidy toward the cost of a monthly transit pass will be awarded to employees who choose to commute via transit. The remainder of the monthly cost of a transit pass can be deducted from the employee's salary on a pre-tax basis.
- Carpooling/Vanpooling: \$20 monthly incentive; Walking/Biking - \$15 monthly incentive.