

MCM General Description of Benefits and Any Other Compensation Offered

| Benefit and Additional Information | | FT/PT |
|---|---|-------|
| Medical | Employer 65% Employee 35% | FT |
| Dental | Employer 65% Employee 35% | FT |
| Vision | Employer 65% Employee 35% | FT |
| Life | Employer pays 100% | FT |
| Additional Life | Employee pays 100% | FT |
| Dependent Life | Employee pays 100% | FT |
| LTD | Employer pays 100% | FT |
| Employee Assistance Program | Employer pays 100% | FT/PT |
| Additional Legal | Employee pays 100% | FT/PT |
| Pension (FLAP) | 5% co contribution after 1 yr/1000 hrs enrollment | FT/PT |
| Tax Differed Annuity (TDA)-Pretax | Employee pays 100% | FT/PT |
| Vacation (accrual) | 0- 2 years- up to 10 days per year | FT |
| | 3- 4 years- up to 15 days per year | FT |
| | 5-9 years- up to 20 days per year | FT |
| | 10+ years- up to 25 days per year | FT |
| Sick Leave | Earned at .05 per hour worked = 13 days per year | FT/PT |
| Bereavement Leave | up to 5 consecutive days | FT |
| Holidays | 10 Paid holidays per year | FT |
| Gym Membership | MCM employee benefit | FT/PT |
| Uber Service from Shady Grove Metro to MCM Rockville Office | MCM employee benefit | FT/PT |
| Service Awards | 5 years- FT = \$250.00 PT = \$125.00 | FT/PT |
| | 7 Years- FT = \$500.00 PT = \$250.00 | |
| | 10 Years- FT = \$1000.00 PT = \$500.00 | |
| | 15 years- FT = \$2000.00 PT = \$1000.00 | |
| Voluntary Sick Leave Program | Donations accepted from all employees | FT/PT |
| Entertainment Industry Flex Plan | NABET benefit of \$10 for each 8-hour day worked | PT |

Information and benefits subject to change at anytime