

MCM General Description of Benefits and Additional Compensation

Information and benefits are subject to change at any time.

Health & Insurance Benefits

- **Medical, Dental, and Vision Insurance** – Employer-paid 65% / Employee-paid 35% (FT)
- **Life Insurance** – Employer-paid (FT)
- **Additional Life & Dependent Life Insurance** – Employee-paid (FT)
- **Long-Term Disability (LTD)** – Employer-paid (FT)
- **Employee Assistance Program (EAP)** – Employer-paid (FT & PT)
- **Legal Assistance Plan** – Employee-paid (FT & PT)

Retirement Benefits

- **Pension Plan (FLAP)** – Employer Contribution – 5% per pay after 1 year and 1,000 hours of service. Subject to plan vesting schedule (FT & PT)
- **Tax Deferred Annuity (TDA)** – Employee Pre-Tax Contribution (FT & PT)

Paid Time Off

- **Vacation Accrual** – 1–2 years: 10 days (FT)
3–4 years: 15 days (FT)
5–9 years: 20 days (FT)
10+ years: 25 days (FT)
- **Sick Leave** – Accrual of 0.05 hours per hour worked (~13 days/year) (FT & PT)
- **Bereavement Leave** – Up to 5 consecutive days (FT)
- **Holidays** – 11 paid holidays per year (FT)

Additional Benefits

- **Service Awards** – 5 years: \$250 (FT) / \$125 (PT)
7 years: \$500 (FT) / \$250 (PT)
10 years: \$1,000 (FT) / \$500 (PT)
15 years: \$2,000 (FT) / \$1,000 (PT)
- **Voluntary Sick Leave Program** – Employee donation (FT & PT)
- **Entertainment Industry Flex Plan** – NABET benefit of \$10 per 8-hour day worked (PT)

FT = Full Time and PT = Part Time