



BENEFIT SUMMARY
NON-EXEMPT POSITION
FULL-TIME REGULAR EMPLOYEE

BENEFIT	WHO PAYS	WHEN ELIGIBLE	ELIGIBILITY STATUS	DESCRIPTION
Health and Vision Insurance	MP, PLLC	Upon 3 months of employment	36 hrs/.89 FTE = 100% paid benefit 18-35 hrs/.45-.88 FTE = prorated to the percentage worked, not to fall below a 50% paid benefit	Comprehensive plan consisting of Medical, Vision and Prescription Drug. Optional spouse and dependent coverage also available. Additional \$10,000 life insurance policy included with health insurance enrollment.
Dental insurance	MP, PLLC and Employee	Upon 3 months of employment	36 hrs/.89 FTE= 100% paid benefit 18-35 hrs/.45-.88 FTE =prorated to the percentage worked, not to fall below a 50% paid benefit	An inclusive plan with an option to buy up, which includes orthodontia and an increase in the maximum coverage amount.
Flex Spending Account	Employee	Upon 3 months of employment	18 hrs/.50 FTE	Through this program, employees of MP, PLLC deduct health, dental, or vision care expenses not covered under the insurance plan or allowable expenses for child or elder care on a pre-tax basis to the maximum statutory limit.
Life Insurance	MP, PLLC	Upon 3 months of employment	≥28 hrs/.75 FTE = 100% paid benefit	One payment equal to employee's annual salary up to \$50,000.
Accidental Death & Dismemberment	MP, PLLC	Upon 3 months of employment	≥28 hrs/.75 FTE =100% paid benefit	One payment equal to employee's annual salary up to \$50,000, pending the nature of the claim.
Long Term Disability	MP, PLLC	Upon 3 months of employment	≥28 hrs/.75 FTE =100% paid benefit	Payment of 60% (up to a maximum of \$15,000 per month) of annual salary after 90-day waiting period. Additional \$50,000 life insurance policy included with LTD insurance enrollment.
Employee Assistance Plan	MP, PLLC	Immediately upon employment	All regular employees	Entitles you, your spouse and dependent children, up to three visits per issue per year, free of charge.
Profit Sharing Plan	MP, PLLC	One year of Employment Enrollments in January and July	Worked 1 yr. & 1,000 hrs. in the year, including temps and per diems	4.3% contribution. Must work 1000 hours per year and be over the age of 21 to qualify for contribution. Vesting period as follows: 1 st yr. 20% 2 nd yr. 40% 3 rd yr. 60% 4 th yr. 80% 5 th yr. 100
401K	MP, PLLC and Employee	One year of Employment Enrollments in January and July	Worked 1 yr. & 1,000 hrs. in the year, including temps and per diems	MP, PLLC matches up to the first 6% of employee contribution. No vesting period. . Must work 1000 hours per year and be over the age of 21 to qualify for contribution.
Paid Holidays	MP, PLLC	Immediately upon employment	36 hrs/89% FTE= 100% paid benefit 18-35 hrs/ .45-.88 FTE =prorated to the percentage worked, not to fall below a 50% paid benefit	8 days per year, standard Holiday as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day. The remaining 8 holiday hours are specific to the employee's work location.

Extended Illness Time (EIT)	MP, PLLC	Accrual begins with the first hour worked. Eligible to use after 3 months of employment.	Prorated to the percentage worked. Employees who work <18 hours are not eligible.	EIT benefits are prorated on FTE status for regular employees who work less than 40 hours but more than eighteen 18 hours each week. Regular full-time employees earn 5 days (40 hours) of EIT annually.
Paid Time Off (PTO)	MP, PLLC	Accrual begins with the first hour worked. Eligible to use after 3 months of employment.	Prorated to the percentage worked. Employees who work <18 hours are not eligible.	PTO benefits are prorated based on FTE status for regular employees who work less than 40 hours but more than eighteen 18 hours each week. Employees who work less than 18 hours accumulate no benefit. 0-4 15 days/120 hrs. 5-10 20 days/160 hrs. 5-11 11+ 25 days/200 hrs.
Funeral/Bereavement Leave	MP, PLLC	Immediately upon employment	All regular employees.	MP, PLLC offers 24 work hours of bereavement leave to allow employees to attend a funeral, and for other personal matters surrounding the demise of an immediate family member.
Jury Duty Pay	MP, PLLC	Immediately upon employment	All regular employees.	Normal earnings are paid for jury service during regularly scheduled work hours.
Other	Direct deposit, Wells Fargo Membership Program, Yakima Athletic Club discount memberships, and Corporate discounts with Verizon..			

This is merely a summary of benefits. Refer to the master plan document for complete details.