



TRADESMEN INTERNATIONAL
BENEFITS & PROGRAMS - PLAN YEAR 01/01/2019-12/31/19
FIELD EMPLOYEES

<u>MEC PLAN</u>	<p>All field employees are eligible to enroll for the Minimum Essential Coverage (MEC) plan within 30 days from your hire date. You can choose to enroll in the MEC plan while you are in your defined 6 month initial measurement period to become eligible for Tradesmen's medical and dental plans.</p>										
Coverage Information	<p>This plan covers only preventive medical services, for you, your spouse and your dependent child(ren). This coverage is provided by Allegiance (a Cigna Company)</p>										
Enrollment	<p>For information about the MEC plan, please go to https://www.tradesmeninternational.com/benefitsdocuments/ If you are enrolling for the MEC plan, you must complete your enrollment online via TBX within 30 days from your hire date. An email notification will be sent to you from TBX on when and how to enroll.</p>										
TBX	<p>Please access: https://my.tbx360.com/tradesmen Username: your 5 or 6 digit Employee ID, which can be found on your pay statement Pin Number: the last four digits of your SSN and the last two digits of your birth year</p> <p>Your enrollment into this plan is strictly voluntary. If you don't complete the MEC enrollment online via TBX, we will consider that you have declined this coverage.</p>										
Effective Date	<p>1st of the month following 60 days of employment.</p>										
<table border="1"> <thead> <tr> <th style="text-align: left;"><u>MEC PLAN</u></th> <th style="text-align: left;"><u>Weekly Benefit Deductions</u></th> </tr> </thead> <tbody> <tr> <td>Coverage</td> <td></td> </tr> <tr> <td>Employee</td> <td>\$10.37 week</td> </tr> <tr> <td>Employee +1</td> <td>\$19.94 week</td> </tr> <tr> <td>Family</td> <td>\$26.63 week</td> </tr> </tbody> </table>		<u>MEC PLAN</u>	<u>Weekly Benefit Deductions</u>	Coverage		Employee	\$10.37 week	Employee +1	\$19.94 week	Family	\$26.63 week
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<p><u>BENEFITS</u></p> <p>You may be eligible for our employee benefits' programs after 6 months:</p> <ul style="list-style-type: none"> • if you have been determined to be a full time Tradesmen employee based on the eligibility requirements under the Affordable Care Act. • And having worked 780 hours in a defined 6-month measurement period from your first check date <p>Effective date of coverage is the first of the month following the 45 day administrative period after the completion of the 6 month measurement period. Gaps in employment may affect your defined 6 month measurement period.</p> <p>When you meet the above requirements, TBX will notify you via email and will advise you on when and how to enroll.</p>											
<u>401(k)</u>	<p>Savings plan for RETIREMENT</p> <p>Eligibility After 6 months of employment and age 21</p> <p>Enrollment To enroll please visit www.prudential.com/online/retirement</p> <p>Employee Contribution Employee elects to contribute 1% to 80% of income each pay</p> <p>Employer Match Company will match \$.50 for every \$1.00 you contribute up to 6% of your compensation</p>										
<u>VACATION PAY</u>	<p>Earn 5 days of paid vacation after working 1800 hours within your VAD year</p> <p>Vacation Anniversary Date (VAD) will be effective the 1st Sunday from your hire date and includes hours after you first start working.</p> <p>Once earned vacation must be scheduled within 30 days of your VAD</p> <p>Contact your local Field Office for more details.</p>										