

Pace Employee Benefits Heritage Division (Bargained-for) Effective 01/01/2023 – 12/31/2027	Benefit Highlights
Medical - BCBSIL HMO	<p>The BCBS HMOIL plan is a managed-care plan that offers a range of benefits, including personalized service and online tools to help you find a medical group provider within your zip code, understand covered services, review claims, and provide wellness incentive programs to live healthier lives.</p> <ul style="list-style-type: none"> • Pace full-time employees and their eligible dependents have the option to enroll in the BlueCross BlueShield of Illinois HMOIL plan after (3) months of continuance service. • Part-time employees, after (1) continuous year of service, shall be eligible to enroll in the HMOIL health plan, employee only coverage. • Part-time employees have the option to purchase dependent HMO coverage at employees' cost.
Pharmacy - BCBSIL HMOIL/Prime Therapeutics	<p>Pace provides pharmacy benefits offered through BlueShield of Illinois (BCBSIL). The Employer Group Pharmacy Benefits Program provides a comprehensive and integrated approach to managing pharmacy benefits.</p> <p>Key features include retail pharmacy and a 90-day mail order program, personalized clinical programs, digital tools, and streamlined medication management.</p> <p>Additional online tools and mobile apps are available for convenient access to medication refills and management, ensuring a seamless and efficient experience for all members.</p>
Dental - MetLife An employee must be enrolled in the medical plan to enroll in the dental plan.	<p>Pace employees and their eligible dependents enjoy a comprehensive dental care plan through MetLife. This plan provides exceptional service and support, covering preventive care such as oral examinations and cleanings twice per calendar year at 100% when using an in-network dentist. Additionally, the plan offers a generous \$2,000 annual maximum for covered services.</p> <p>An employee must be enrolled in the HMOIL plan to be eligible for dental benefits. Medical FT and PT eligibility period applies to the dental plan.</p>
Vision - EyeMed An employee must be enrolled in the medical plan to enroll in the vision plan.	<p>Pace offers a comprehensive Vision Plan through EyeMed.</p> <p>Eye Exams: Receive a thorough eye exam every 12 months to ensure your vision health is always up to date.</p> <ul style="list-style-type: none"> • Enhanced Network: Access to a wide range of providers and services through EyeMed's largest network. • Frames and Lenses: Employees can purchase new frames and lenses every year. <p>An employee must be enrolled in the HMOIL plan to be eligible for vision benefits. The medical FT and PT eligibility period applies to the vision plan.</p>
Flexible Spending Account (FSA) for Health Care Eligible Expenses	<p>Pace offers a 125 flexible spending account (FSA) program. Each employee eligible for coverage will elect annually to have his or her contribution paid on a pre-tax basis, thereby reducing the employee's</p>

	federal and state income tax to the extent provided by the Internal Revenue Code.
Sickness and Accident Weekly Benefits	Sickness and Accident Benefits provide financial support to employees who are unable to work due to illness or injury. Eligibility must be met.
Life Insurance - The Standard Life	<p>Pace offers life insurance and accidental death benefits to ensure the financial security and peace of mind for all full-time employees.</p> <ul style="list-style-type: none"> • Basic Life \$25,000 • Accidental Death & Dismemberment: \$10,000 • Felonious Assault: <ul style="list-style-type: none"> ○ Full-time \$120,000 in coverage ○ Part-time \$60,000 in coverage <p>These benefits are designed to provide substantial support in the event of unforeseen circumstances, ensuring that employees and their families are well-protected.</p>
Retirement Savings Plans - 401(k)	Pace offers a 401K Plan that requires employee contributions (Employee Required Deferral Contribution) to full-time and part-time employees after completion of required number of service hours.
Vacation, PTO, and Holidays	Pace provides vacation days based on an employee's years of service including paid holidays.
Employee Recognition	Service Awards and Gifts, Pace Setter, and Retirement Gifts.
Employee Discounts	Perks at Work Discount Program
Employee Assistance Plan	Offered through Perspectives LTD. 24/7 access.
Wellness Program	Annual Health Event – Pace offers on-site biometric screenings annually free of charge. Flu Shots and BCBS Well on Target.
Transit and/or Parking	Pace offers free Pace, CTA and Metra transportation to employees.
Health Club Membership Fee Reimbursement Program	Pace will reimburse employees up to \$40 per month toward their health club membership fees. The employee must use the health club facility at least ten (10) different days during the month.