

<b>Pace Employee Benefits North Division (Bargained-for) Effective 01/01/2020 – 12/31/2025</b>	<b>Benefit Highlights</b>
<b>Medical - BCBSIL HMO</b>	<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 within your zip code, understand covered services and claims, and provide wellness incentive programs to live healthier lives.</p> <ul style="list-style-type: none"> <li>• Pace full-time employees and their eligible dependents have the option to enroll in the BlueCross BlueShield of Illinois HMOIL plan; coverage becomes available after completing a 90-days eligibility period.</li> <li>• 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.</li> </ul>
<b>Pharmacy - BCBSIL HMOIL/Prime Therapeutics</b>	<p>Pace offers pharmacy benefits through BlueShield of Illinois (BCBSIL) Prime Therapeutics. The pharmacy benefits program provides a comprehensive and integrated approach to managing your health.</p> <p>Key features include personalized clinical programs, digital tools, and streamlined medication management.</p> <p>Additionally, the program offers online tools and mobile apps for convenient access to medication refills and management, ensuring a seamless and efficient experience for all members.</p>
<b>Dental - MetLife</b>  An employee must be enrolled in the HMOIL plan to be eligible for dental benefits.	<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>
<b>Vision - EyeMed</b>  An employee must be enrolled in the HMOIL plan to be eligible for vision benefits.	<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"> <li>• Enhanced Network: Access to a wide range of providers and services through EyeMed's largest network.</li> <li>• Frames and Lenses: Employees can purchase new frames and lenses every year.</li> </ul>
<b>Life Insurance - The Standard Life</b>	<p>Life Insurance and Accidental Death Benefits</p> <p>Pace offers a comprehensive set of life insurance and accidental death benefits to ensure the financial security and peace of mind for all full-time and part-time employees after successful completion of their probationary period.</p> <p>Group Term Life:</p> <ul style="list-style-type: none"> <li>• Full-Time Employees: Coverage is based on one time the employee's annual wage, calculated by multiplying the top hourly rate of the employee's classification by 2,080 hours at the rate in effect on January 1 of that year.</li> </ul>

	<ul style="list-style-type: none"> <li>Part-Time Employees: Coverage is based on one time the employee's annual wage, calculated by multiplying the top hourly rate of the employee's classification by 1,040 hours at the rate in effect on January 1 of that year.</li> <li>Felonious Assault Insurance: covers occupational life in the amount of \$135,000 for full-time and part-time employees.</li> </ul> <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>
<b>Retirement Savings Plans - Defined Benefit Pension Plan</b>	Pace offers a defined benefit pension plan which requires employee and employer contributions as determined by the collective bargaining agreement. Participation is for all employees after completing 1,000 hours.
<b>Short Term Disability (STD)</b>	Pace North Division provides STD benefits for eligible full-time employees.
<b>Vacation, PTO and Floating Holidays</b>	Paid vacation, holidays, and floating holidays.
<b>Employee Recognition</b>	Service Awards and Gifts, Pace Setter, and Retirement Gifts.
<b>Employee Discounts</b>	Perks at Work Discount Program
<b>Employee Assistance Plan</b>	Offered through Perspectives LTD. 24/7 access.
<b>Wellness Program</b>	Annual Health Event – Pace offers on-site biometric screenings annually free of charge. Flu Shots and BCBS Well on Target.
<b>Transit and/or Parking</b>	Pace offers free Pace, CTA and Metra transportation to employees.
<b>Health Club Membership Fee Reimbursement Program</b>	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.