

Pace Employee Benefits Northwest Division (Bargained-for) Effective 01/01/2024 – 12/31/2027	Benefit Highlights
Medical BCBSIL HMOIL	<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. • 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. <p>Coverage becomes effective after an employee demonstrates 31 days of continuous active service.</p>
Pharmacy BCBSIL HMOI/Prime Therapeutics	<p>Pace provides pharmacy benefits offered through BlueShield of Illinois (BCBSIL) Prime Therapeutics. The Employer Group Pharmacy Benefits Program provides a comprehensive and integrated approach to managing pharmacy benefits.</p> <p>Key features include generic, formulary, and brand drug options. 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 <ul style="list-style-type: none"> • 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.</p> <p>Additionally, the plan offers a generous \$2,000 annual maximum for covered services.</p>
Vision EyeMed <ul style="list-style-type: none"> • 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"> • 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.
Sickness and Accident Weekly Benefits	<p>Sickness and Accident Benefits provide financial support to employees who are unable to work due to illness or injury. Eligibility must be met.</p>

<p>Life Insurance Standard Life</p>	<p>Pace offers a robust 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.</p> <p>Life Insurance Coverage:</p> <ul style="list-style-type: none"> ○ 31 days – 5 years of service \$10,000 ○ After 5 years of service \$20,000 <p>Accidental Death & Dismemberment (AD&D)</p> <ul style="list-style-type: none"> ○ 31 days – 5 years of service \$20,000 ○ After 5 years of service \$40,000 <p>Felonious Assault:</p> <ul style="list-style-type: none"> ○ Pace provides \$150,000 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>
<p>Retirement Savings Plans 401(k)</p>	<p>Pace offers a defined contribution 401(k) plan. Participation is after ninety (90) days of full-time employment.</p>
<p>Vacation, PTO, and Holidays</p>	<p>Pace provides vacation days based on an employee’s years of service. Additionally, employees receive five floating holidays each year, which can be taken as paid time off at their discretion and approved by management.</p>
<p>Employee Recognition</p>	<p>Service Awards and Gifts, Pace Setter, and Retirement Gifts.</p>
<p>Employee Discounts</p>	<p>Perks at Work Discount Program</p>
<p>Employee Assistance Plan</p>	<p>Offered through Perspectives LTD. 24/7 access.</p>
<p>Wellness Program</p>	<p>Annual Health Event – Pace offers on-site biometric screenings annually free of charge. Flu Shots and BCBS Well on Target.</p>
<p>Transit and/or Parking</p>	<p>Pace offers free Pace, CTA and Metra transportation to employees.</p>
<p>Health Club Membership Fee Reimbursement Program</p>	<p>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.</p>