

<b>Pace Employee Benefits</b> <b>South Division (Bargained-for)</b> <b>Effective 07/01/2023 – 06/30/2028</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 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"> <li>• Pace full-time employees and their eligible dependents have the option to enroll in the BlueCross BlueShield of Illinois HMOIL plan.</li> <li>• Part-time employees, after (1) continuous year of service, shall be eligible to enroll in the HMOIL health plan, employee only coverage.</li> <li>• Part-time employees have the option to purchase dependent HMO coverage at employees' cost.</li> </ul>
<b>Pharmacy - BCBSIL HMOIL/Pharmacy Benefits</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.</p> <p>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>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 employees after one year of continuous service.</p> <p>Here are the key details:</p> <ul style="list-style-type: none"> <li>• Group Term Life: Full-Time Employees: Coverage is based one time on the employee's annual wage, calculated by multiplying</li> </ul>

	<p>the top hourly rate of the employee's classification by 2,080 hours at the rate in effect on January 1 of that year.</p> <ul style="list-style-type: none"> <li>• Accidental Death &amp; Dismemberment: Full time 31 days of service \$20,000; 5 years of service \$40,000</li> <li>• Dependent Life – optional dependent life \$5000, provided the employee pays the applicable premium.</li> <li>• Felonious Assault: \$100,000</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 - 401(k)</b>	Pace offers a defined contribution 401(k) plan. Participation is after ninety (90) days of full-time employment.
<b>Vacation, PTO, and Paid Holidays</b>	Pace provides vacation days based on an employee's years of service. Additionally, employees receive paid 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.