

Pace Employee Benefits Fox Valley Division (Bargained-for) Effective 12/01/2024 through 11/30/2029	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 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"> • 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 at employees' cost.
Pharmacy - BCBSIL HMOIL/Pharmacy Benefits	<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>
Dental - MetLife 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>
Vision - EyeMed An employee must be enrolled in the HMOIL plan to be eligible for vision benefits.	<p>Pace offers a comprehensive Vision Plan.</p> <ul style="list-style-type: none"> • Eye Exams: Receive a thorough eye exam every 12 months to ensure your vision health is always up to date. • EyeMed 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.
Life Insurance - The Standard Life	<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 full-time employees.</p> <p>Key Details:</p> <ul style="list-style-type: none"> • Full-Time Employees: Basic Life \$25,000 and Accidental Death & Dismemberment (Non-occupational) \$25,000; Dependent Life Benefit \$5000 • Felonious Assault Insurance: covers occupational life in the amount of \$100,000 for full-time employees.

Retirement Savings Plans - 401(k)	These benefits are designed to provide substantial support in the event of unforeseen circumstances, ensuring that employees and their families are well-protected.
	Pace offers a defined contribution 401(k) plan. Participation is after ninety (90) days of full-time employment.
Vacation, PTO and Holidays	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.
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.