



MetroStar

# Benefits & Perks

# Putting People First

Benefits and perks designed to ensure you have the peace of mind, planning, and playtime required to thrive personally and professionally.



@jeprioleau

## Health



### Medical

Eligible employees can choose between two comprehensive Cigna OAP (Open Access Plans) medical plans with national coverage. Plans provide additional savings for in-network care and has a no-referral specialist care benefit. Employee-only premiums start as low as \$62 per pay period.

- **Cigna OAP Plan:** pay a little more per paycheck for a lower deductible at time of service.
- **Cigna OAP HSA Plan:** lower cost per paycheck with a higher deductible when you use services, paired with a Health Savings Account (HSA).



### Flexible Spending Account (FSA)

Save by electing a Full or Limited Purpose Medical and/or Dependent Care FSA. Pre-tax funds can be used for the following:

- Medical, dental, and vision care costs (copayments, deductibles, prescription meds).
- Dependent care expenses (daycare, babysitters, or after-school programs).
- Transit/Parking FSA for qualified commuting expenses.



### Health Savings Account (HSA)

Like a 401(k) for healthcare expenses, HSAs are pre-tax accounts you can use now or save for the future. MetroStar matches dollar-for-dollar up to \$1,000 for individual plans and \$2,000 for family plans annually (employee minimum contributions apply).



### Cigna Member Program

Enjoy 24/7 access to Cigna's tools and resources:

- **Virtual Care:** Medical and mental health care via phone or video.
- **Cigna Health Information Line:** Speak with clinicians 24/7 for informed care decisions.
- **Cigna Mobile App:** One location to track claims, view your ID card, find in-network care, and submit reimbursements for your HSA or FSA expenses.
- **IPREVAİL:** Stress management support with coaching and support communities.
- **Happify:** Science-based emotional support programs.



### Dental (Cigna) & Vision (VSP)

- **Dental (Cigna):** 100% premium coverage for you and your dependents, with options for buy-up plans.
- **Vision (VSP):** Comprehensive eye care with affordable in-network rates and discounts on frames, lenses, and enhancements.



### Voluntary Benefits

Looking for more ways to protect yourself and your family? You can elect employee-paid benefits for identity theft protection, accident and critical illness insurance, and pet insurance.



### Life & Disability

Company-paid basic life and disability insurance, plus options to purchase supplemental life coverage.

## Assistance



### Global Assistance Program

When travelling internationally, you'll have medical and travel assistance services worldwide, 24/7. Services could include: translation, emergency travel arrangements, replacement of documents, healthcare referrals, and security intelligence.



### Employee Assistance Program

Sometimes we all need help dealing with life issues – UNUM provides consultation services around family, financial, and legal issues to identify referrals and solutions.

## Retirement



### 401(k)

Save for your retirement by participating in the 401(k) with ADP Retirement Services. MetroStar offers both a traditional 401(k) and a Roth 401(k). You can make pre-tax and/or after-tax contributions up to the IRS annual limit and MetroStar will match up to 100% of the first 4% of your contribution. The employer match vests after the first year of employment.





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## Perks



### Time Off

Our Paid Time Off (PTO) program offers up to 4 weeks of PTO upon hire. PTO increases with your years of service, reaching 7 weeks at your 10-year anniversary.



We recognize that a new parent needs time with their new child which is why we offer four weeks of paid parental leave for non-birthing and adoptive parents (in addition to maternity leave).



### Career Development

MetroStar will support your professional development by offering online courses, career mentors, and up to \$2,000 annually to attend conferences or obtain a certification.



### Community Building

We create community through happy hours, all-hands meetings, team outings, and a dedication to supporting important causes through our CARES program.

## About



This benefit summary provides selected highlights only. It is not a legal document and shall not be construed as a guarantee of benefits nor of continued employment at the company. All benefit plans are governed by master policies, contracts and plan documents. Any discrepancies between any information provided through this summary and the actual terms of such policies, contracts and plan documents shall be governed by the terms of such policies, contracts and plan documents.



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