



## MERC Employee Benefit Plans

### Paid Time Off

- PTO includes vacation and sick leave
- MERC will honor seniority for ESES III current incumbent staff

| Seniority   | PTO days                      |
|-------------|-------------------------------|
| 1-5 years   | 15 PTO days – 3 weeks         |
| 6-10 years  | 20 PTO days – 4 weeks         |
| 10-15 years | 25 PTO days – 5 weeks         |
| 15+ years   | 30 PTO days – 6 weeks maximum |

**Pay Frequency** Bi-weekly direct deposit

### Medical/Prescription

- Carefirst BC/BS Plans
- Includes Healthcare Reimbursement Account
- Company pays 100% employee and 50% family

### Dental

- United Concordia
- \$1500/year benefit per person
- Orthodontia included

### Vision

- Carefirst BC/BS
- Exam every 12 months

### Basic Term Life/AD&D

- 1 x Base Annual Earnings up to \$150K for each employee
- Can buy additional Voluntary Life coverage for employee and family

### Short-Term Disability

- 60% salary (\$2000/week cap)
- 26-week benefit

### Long-Term Disability

- 180 day wait
- 60% salary (\$6,000/week cap)

**401(k)Plan** MERC provides a 401(k) plan for employee contributions. As a start-up company, MERC will not be providing matching 401(k) funds for the first several years.

**Profits Sharing** As a member of the MERC ESES III team, you will be eligible to participate in a generous Profit-Sharing plan.

### Other Benefits

- Flex Spending Account
- Childcare Account
- Transportation
- Employee Assistance Plan (EAP)
- Publication Bonus
- Employee Referral Bonus
- Employee Morale Events
- Educational/Tuition Reimbursement
- Training and Development
- Professional Memberships
- 10 Federal Holidays