

Pace Employee Benefits (Non-Bargained-for)	Benefit Highlights
Medical <ul style="list-style-type: none"> • BCBSIL PPO • BCBSIL HMO • BCBSIL BAHMO 	<p>Pace employees and their eligible dependents have the option to choose from three comprehensive medical plans provided by BlueCross BlueShield of Illinois. These plans offer a range of benefits, including personalized service and online tools to help you find in-network and out-of-network providers and facilities, understand covered services and claims, and provide wellness incentive programs to live healthier lives. Coverage becomes effective 30 days after employment begins.</p>
Pharmacy <ul style="list-style-type: none"> • OptumRx (PPO) • BCBSIL (BAHMO & HMOIL) 	<p>Pace offers pharmacy benefit options tailored to your medical plan selection. Both OptumRX (PPO Plan) and BlueCross BlueShield of Illinois Prime Therapeutics (HMOIL & BAHMO Plans) provide a comprehensive and integrated approach to managing pharmacy benefits.</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. Coverage becomes effective 30 days after employment begins.</p>
Dental <ul style="list-style-type: none"> • MetLife 	<p>Pace employees and their eligible dependents enjoy a comprehensive dental care plan through MetLife.</p> <p>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 \$5,000 annual maximum for covered services. Coverage becomes effective 30 days after employment begins.</p>
Vision <ul style="list-style-type: none"> • EyeMed 	<p>Pace offers a comprehensive Vision Plan through EyeMed, America's largest vision network. Our plan includes:</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. • Enhanced Insight 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. <p>This benefit becomes effective after just 30 days of employment.</p>
Life Insurance <ul style="list-style-type: none"> • The Standard Life 	<p>Pace offers a comprehensive Basic Life Insurance benefit, providing coverage equal to two times your annual salary.</p> <p>Additionally, Accidental Death and Dismemberment (AD&D) coverage is provided at one time your annual salary.</p> <p>Pace employees also have the option to purchase supplemental life insurance as well as spouse and dependent life insurance.</p> <p>These benefits become effective 30 days after your employment begins.</p>
Supplemental Life Insurance <ul style="list-style-type: none"> • Supplemental Life • Spouse & Dependent Life 	<p>Pace provides the option to purchase supplemental life insurance coverage up to five times your annual salary, with a maximum benefit of \$700,000. Please note that Evidence of Insurability is required for coverage amounts exceeding a certain threshold.</p>

	<p>Additionally, spouse life insurance is available with coverage up to \$50,000 per spouse, and dependent life insurance offers coverage up to \$20,000 per dependent child, up to age 26.</p> <p>Providing life insurance to employees, ensure that you and your loved ones have comprehensive financial protection.</p>
<p>Supplemental Disability Plans</p> <ul style="list-style-type: none"> • Short-Term Disability • Long-Term Disability 	<p>Pace offers Short-Term Disability (STD) and Long-Term Disability (LTD) benefits to provide income protection for non-contract employees during periods of temporary or long-term disability for illnesses, injuries or other medical conditions. No additional cost to employees. Effective after 1 year of employment.</p>
<p>Flexible Spending Accounts</p> <ul style="list-style-type: none"> • Health Care • Dependent Care 	<p>Pace offers a flexible account program for all regular full-time and reduced schedule employees, which allows employees to make pre-tax contributions from their paychecks for medical eligible expenses. IRS limits apply to both Flexible Spending Accounts and the Dependent Care FSA program. Employees have additional 2 ½ month grace period to file claims in the following year.</p>
<p>Retirement Savings Plans</p> <ul style="list-style-type: none"> • 401(k) • 457(b) • Defined Benefit Pension 	<p>Pace offers 401(k) and 457(b) plans for regular full-time, reduced schedule, and regular part-time employees after completion of thirty (30) days of continuance service.</p> <p>The Regional Transportation Authority (RTA) Pension Plan provides retirement benefits for eligible regular full-time and part-time employees.</p>
<p>Paid Time Off</p> <ul style="list-style-type: none"> • Vacation • Floating Holidays • Scheduled Holidays 	<p>Pace offers eligible employees a comprehensive time off package, including paid vacation, floating holidays, and scheduled holiday paid time off.</p>
<p>Tuition Reimbursement Training & Development</p>	<p>Professional Development: onsite, offsite, and virtual Professional Development Programs. Pace offers regular full-time and part-time employees who have completed six (6) months of continuous service and their eligible dependents, as defined by Pace’s benefits plans, are eligible to participate in the Tuition Reimbursement Program. Potential reimbursement is available for any degree or certificate program at an accredited institution deemed appropriate and pertinent to employee career and development.</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 heart screenings and 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>