

Benefits Summary

All full-time, regular associates are eligible to participate in Music Choice's benefits programs effective with their full-time employment. Temporary associates are ineligible for benefits.

☑ **Health, Dental, Rx, Vision** – We offer Cigna Open Access In Network and Cigna Open Access for health and prescription drugs; Music Choice also offers a dental plan through Cigna as well as vision coverage through Vision Benefits of America. Benefits are effective the first day of employment.

☑ **Life Insurance** – Music Choice provides Life Insurance coverage through MetLife Insurance Company. We provide all eligible associates a life insurance benefit equal to 1.5 times their annual salary, up to a maximum of \$400,000. In addition, associates have the option to purchase additional life insurance. Spousal and child insurance rates are also available.

☑ **Long Term Disability** – We provide LTD insurance through MetLife Insurance Company, which provides a benefit of 60% of annual base salary (up to a maximum of \$8,000 a month).

☑ **401(k)** – A 401(k) Savings Plan is optional and through Vanguard Investments. Associates may contribute up to 60% of their pre-tax salary up to the legal limit announced each year. Music Choice will match all contributions as follows for associates earning \$75,000 or less:

- \$1.50 on the dollar for the first 4% of compensation
- \$2.00 on the dollar on the next 3% of compensation
- \$1.00 on the dollar on the next 1% of compensation
- \$0.50 on the dollar on the next 2% of compensation

Music Choice will match all contributions as follows for associates earning more than \$75,000:

- \$1.50 on the dollar for the first 5% of compensation
- \$0.75 on the dollar on the next 1% of compensation
- \$0.50 on the dollar on the next 4% of compensation

Vesting is immediate. The Plan also provides for auto enrollment and auto increase programs.

☑ **Direct Deposit** – Music Choice's payroll is on a semi-monthly schedule whereby paychecks are released on the 15th and 31st of each month. All associates will be provided the choice of having their paycheck direct deposited into their checking or savings account.

☑ **Vacations and Personal Days** – Eligible associates are provided a minimum of 10 days vacation/personal time. During your first year, time off is prorated based upon date of hire.

☑ **Health Club Reimbursement** – Fee reimbursement covers annual membership fees for associate and family memberships.

- People earning less than \$75,000/year will be 100% reimbursed up to \$25/month.
- People earning more than \$75,000/year but less than \$150,000/year will be reimbursed 50% of their monthly expenses up to \$25/month.

☑ **Pre-tax transit and parking deductions** – Music Choice provides pre-tax deductions for those associates who incur public transportation and/or parking costs related to daily commutes to work.

