



TOTAL REWARDS SUMMARY

Mt. Bachelor near Redmond, OR

PCC Structural, Inc. (PCC) is proud to offer a comprehensive and flexible benefits program at an affordable cost.

Who's eligible: Full-time employees working 20 hours or more per week and their eligible dependents. Our benefits program is available to eligible PCC employees at every location across the division.

When benefits begin: The majority of your PCC benefits begin on the first day of the month following your date of hire. For example, if you're hired on April 10, you become eligible for benefits on May 1.

Plan	Highlights	Who Pays
Medical	<ul style="list-style-type: none"> Choice of four medical plan options through Cigna and Kaiser* Prescription drug coverage is included with all plan options Coverage available to you and your eligible dependents <p>* Available in Oregon and California based on location</p>	You and PCC — your contribution is deducted from your paycheck before taxes are taken out
Supplemental Medical Insurance	<ul style="list-style-type: none"> Accident, critical illness, and hospital indemnity insurance offered through Cigna Coverage available to you and your eligible dependents (if applicable) 	You — your contribution is deducted from your paycheck after taxes are taken out
Dental	<ul style="list-style-type: none"> Choice of three dental plan options through Delta Dental of Oregon and Kaiser* Coverage available to you and your eligible dependents <p>* Available in Oregon locations</p>	You and PCC — your contribution is deducted from your paycheck before taxes are taken out
Vision	<ul style="list-style-type: none"> Choice of two vision plan options through Cigna Coverage available to you and your eligible dependents 	You and PCC — your contribution is deducted from your paycheck before taxes are taken out
Wellness Program	<ul style="list-style-type: none"> Personalized wellbeing program through Virgin Pulse Complete required annual physical and health assessment to earn \$200 cash incentive Complete other healthy activities to accumulate an additional 300 points and earn another \$300 — for a total of up to \$500 in cash incentives 	PCC
365+ HUB	<ul style="list-style-type: none"> Dedicated health concierge Assistance with claims issues and comparison pricing for services Available to you and your family if you are enrolled in PCC medical coverage 	PCC

Plan	Highlights	Who Pays
Life Assistance Program (LAP)	<ul style="list-style-type: none"> • Receive up to three free and confidential face-to-face counseling sessions per year for a variety of issues through New York Life • Coverage available to you and your household members 	PCC
Health Savings Account (HSA)	<ul style="list-style-type: none"> • An HSA allows you to contribute before-tax dollars from each paycheck to pay for eligible medical, dental, and vision expenses tax free* • Money in your HSA rolls over year after year so you can build your savings • You can enroll in an HSA if you enroll in the High Deductible Plan with HSA offered through Cigna and Kaiser • Coverage available to you and your IRS-eligible dependents <p>* You can enroll in an HSA if you enroll in the High Deductible Plan with HSA offered through Cigna and Kaiser</p>	<p>You and PCC — PCC will fund \$750 for employee only coverage and \$1,500 for employee plus dependent coverage.* You can also make contributions</p> <p>* PCC's HSA contribution will be prorated based on your month of hire</p>
Flexible Spending Accounts (FSA)	<ul style="list-style-type: none"> • You have three FSA options • Pay for eligible health care or dependent care expenses tax free • Coverage available to you and your IRS-eligible dependents 	You — your contribution is deducted from your paycheck before taxes are taken out
Disability Insurance	<ul style="list-style-type: none"> • Coverage is automatically provided 	PCC
Life Insurance	<ul style="list-style-type: none"> • Basic coverage is automatically provided • You can purchase additional coverage for yourself and your eligible dependents 	<p>Basic: PCC</p> <p>Supplemental: You — your contribution is deducted from your paycheck before taxes are taken out</p>
Accidental Death & Dismemberment (AD&D) Insurance	<ul style="list-style-type: none"> • Basic coverage is automatically provided • You can purchase additional coverage for yourself and your eligible dependents 	<p>Basic: PCC</p> <p>Supplemental: You — your contribution is deducted from your paycheck before taxes are taken out</p>
401(k) Retirement Plan	<ul style="list-style-type: none"> • You're eligible to participate the day you're hired • Make contributions to help build your retirement security • PCC makes a matching contribution • Put your savings in a variety of investment options 	You and PCC — your contribution can be deducted from your paycheck before or after taxes are taken out
Pet Insurance	<ul style="list-style-type: none"> • Pet insurance offered through Nationwide • Coverage available to you and your eligible dependents (if applicable) 	You — your contribution will be billed directly to you, not deducted from your paycheck
Gym Membership	<ul style="list-style-type: none"> • All locations offer a gym reimbursement program 	You and PCC — you pay out of your pocket and PCC will reimburse a portion of the fees

