



BENEFITS OVERVIEW – MCI AIRPORT

YOUR HEALTH	
Health Insurance	You can select from a variety of medical insurance plans, including prescription, dental, vision, and voluntary supplemental plans. Coverage begins on the first of the month following 30 days of employment.
Flexible Spending Account (FSA)	You may select pretax payroll deductions for qualified health expenses for you and your dependents. Dependent care FSA for qualified dependents is also available
Health and Wellness	Because we know that our employees are our most valued resource – our health and wellness programs provide physical, emotional, financial and mental wellbeing.
YOUR BENEFITS & DISCOUNTS	
Workers Compensation	You are covered at any location at which you are working for VMD
Long-term Disability (LTD)	You are covered by long-term disability insurance as of the first day of hire
Short-term Disability (STD)	Company paid short-term disability benefit that provides a weekly benefit amount if you cannot work because of a disabling illness or injury.
Employee Assistance Program (EAP)	You have access to a variety of resources to help you and your family members through life events such as legal help, counseling, financial guidance.
Employee Discounts	Various discounted offered through our Employee Assistance Program. Theme park, sports, entertainment, movie theater, etc.
YOUR TIME	
Vacation Leave (accrued on a prorated basis)	Vacation is awarded after completing a year of service. You will accrue leave based on your seniority and hours worked according to the SCA guidelines
Holidays	10 Paid holidays Annually

YOUR EDUCATION	
Training and Education Program	<p>VMD's Education and Training Program falls into four buckets as follows:</p> <ul style="list-style-type: none"> Personal Development Company directed Certifications and Licenses <p>Educational assistance funds of up to \$3,000 per employee, per calendar year may be used for tuition, fees and similar expenses, books, supplies, and equipment</p> <p>VMD pays for all company directed and certifications/licensure training.</p>
YOUR FUTURE	
Retirement	QNEC contributions - A non-elective contribution made by an employer to an employee's qualified retirement plan.
Basic life insurance	100% Employer Paid Payout is 1x annual salary, \$100,000 max
Voluntary Life Insurance	You are eligible for a guaranteed issue if enrolled within 30 days of hire and may purchase coverage at any time for you or your spouse, subject to underwriting approval. Coverage for dependents is also available.