



2017 BENEFITS SUMMARY

HEALTH BENEFITS

Full-time Mspark associates may choose to enroll in a number of benefit plans and programs within 30 days of their start date. If elected, coverage for medical, dental and vision insurance typically begins on the first day of the first full month of employment. Short term disability, long term disability and life insurance coverage begins the first day of the month after 90 days of active service.

Medical

Mspark gives you a choice between a High Deductible Health Plan (**HDHP**) and the **Blue Secure** Health Plan. Both plans are administered by Blue Cross Blue Shield of Alabama and offer the same network of providers. The high deductible plan will include a Health Savings Account (HSA) that will be partially funded by Mspark. HSA funds can be withdrawn, tax free, to offset the higher deductible. If you choose the Blue Secure Silver plan you can take advantage of the FSA (Flexible Spending Accounts).

The Basics

- **HDHP/HSA option:** lower per paycheck premiums, but higher out of pocket costs each time you receive care.
- **Blue Secure plan:** higher per paycheck premiums, but lower out of pocket costs each time you receive care

2017 bi-weekly rates for each option are as follows:

	<u>Blue Secure</u>	<u>HDHP/HSA</u>	
• Associate =	\$52.38	\$41.90	per pay period
• Associate + One =	\$187.04	\$149.63	per pay period
• Associate + Family =	\$252.64	\$202.11	per pay period

Dental

Dental coverage is provided through Blue Cross Blue Shield of Alabama and covers in-network and out-of-network diagnostic and preventive services, including routine cleanings, at 100% with a \$1,500.00 maximum benefit per person per year. 2017 bi-weekly rates are as follows:

- Associate = \$11.16 per pay period
- Associate + One = \$22.78 per pay period
- Associate + Family = \$40.07 per pay period

Vision

Mspark offers a vision benefit through VSP that covers eye exams, refractions, frames and lenses, both standard and contact. 2017 bi-weekly rates are as follows:

- Associate = \$3.14 per pay period
- Associate + One = \$6.75 per pay period
- Associate + Family = \$6.75 per pay period

Prescription Drug

Both medical plans provide prescription drug coverage. Both plans cover the same drugs-- what differs is how much each plan pays. The chart below compares coverage under each plan.

	Blue Secure In Network	HDHP/HSA In Network	Out of network
Tier 1	\$20 Copayment	80% of the allowed amount, subject to deductible	Not covered
Tier 2	\$60 copayment	80% of the allowed amount, subject to deductible	Not covered
Tier 3	\$100 copayment	80% of the allowed amount, subject to deductible	Not covered
Tier 4	You pay the lesser of 50% of the allowed amount or \$395 copayments	80% of the allowed amount, subject to deductible	Not covered

Physician-by-Phone Service

Mspark provides 24/7/365 phone access to licensed physicians via TelaDoc. This service, in which physicians can diagnose and prescribe medication for common illnesses over the phone, is provided as part of the medical insurance coverage and the copay is \$10.00 per call.

Employee Assistance Program

The company offers the services of a confidential EAP to all full-time associates, spouses and children living in the same household. Initial consultations are paid for by the company and services are available 24/7/365.

Flexible Spending Accounts (FSA) *Only available with Blue Secure plan*

Mspark offers both Dependent Day Care and Health Care FSAs. You may elect to defer up to \$2,600.00 annually into the Health Care FSA and/or up to \$5,000.00 annually into a Dependent Day Care FSA account and use this pre-tax money to pay for qualified expenses via the FSA credit card or direct deposit.

Health Savings Account (HSA) **Included with HDHP Medical Plan Only*

Health savings accounts (HSAs) are tax-exempt accounts set up to help you save money for medical expenses. You can use this money to pay for qualified medical expenses you incur throughout the year. Or, you can save it as a tax-free way to pay for future medical expenses.

Mspark contributes to your HSA to help offset our annual deductible by contributing \$500 annually if you are enrolled in associate-only coverage \$750 annually if you are enrolled in associate + one coverage or \$1,000 annually if you are enrolled in associate + family. These annual amounts are pro-rated based on enrollment date.

Mspark will deposit the company's pro-rated contribution amount to your account each pay period after your enrollment date.

Mspark's contribution will be deposited to your account as follows:

- Associate only: \$19.23 per pay period
- Associate + One: \$28.84 per pay period
- Associate + Family: \$38.46 per pay period

In addition to the Mspark contribution, you may elect to fund your HSA by making bi-weekly payroll contributions. The 2017 maximum annual contribution amounts are \$3,400 for associate only coverage and \$6,750 for family or coverage of associate + one. The annual contribution limit is increased by \$1,000 for individuals who turn 55 before the end of 2017. The annual contribution limit includes both your contributions and Mspark's contribution. Annual contribution limits are pro-rated based on your enrollment date.

Short Term Disability (STD)

The company offers and pays 100% of the cost of Short Term Disability Insurance coverage for full time associates through Prudential. The STD benefit, available after 90 days of service, is 60% of weekly base salary, up to a maximum of \$1,000 per week for a maximum of 11 weeks.

Long Term Disability (LTD)

Mspark offers company-paid Long Term Disability coverage through Prudential. The LTD benefit, which begins upon the expiration of STD benefits, is 60% of monthly base salary up to a maximum of \$10,000.00 per month.

Basic Life Insurance/Accidental Death and Dismemberment

Beginning after 90 days of service, the company provides and pays for Life/AD&D insurance through Prudential in the amount of your annualized base salary, rounded to the next highest thousand, up to a maximum of \$200,000.00. Additional life insurance for associates, spouses and children is available for purchase via payroll deduction.

Voluntary Identity Theft Protection

Mspark offers optional proactive identity theft protection provided through LifeLock for purchase via payroll deduction at discounted rates.

OTHER BENEFITS

Paid Holidays

Mspark observes the following paid holidays:

- New Year's Day Mon. 1/2/17
- Memorial Day Mon. 5/29/17
- Independence Day Tues. 7/4/17
- Labor Day Mon. 9/4/17
- Thanksgiving Day Thur. 11/23/17
- Friday after Thanksgiving Fri. 11/24/17
- Day before Christmas (subject to change to the day after Christmas) Fri. 12/22/17
- Christmas Day Mon. 12/25/17
- 1 Floating Holiday

Vacation & Sick Time

All Mspark associates classified as full time or office part-time receive an allotment of Paid Time Off, or "PTO" days in lieu of separate vacation and sick allowances. PTO days can be used for any purpose. Associates with between 1 and 3 years of service are entitled to 16 PTO days per year; those with 4-9 years receive 21 PTO days annually and after 10 years of employment the annual PTO allotment increases to 26 days. PTO days are earned on a monthly basis and available to new associates within a few weeks of the date of employment. PTO time is calculated in days and hours. Here's how it works:

*Completed years of service	Annual PTO Allotment	Monthly Allotment (days)	Monthly Allotment (hours)
Less than 4	16 days	1.33	10.66
4-9	21 days	1.75	14.00
10 or more	26 days	2.16	17.33

Up to 80 PTO hours may be carried over, or "rolled" to the next year. Any PTO hours over 80 will be placed in the Extended Leave Bank per policy.

Paid Parental Leave

All full time Mspark associates are eligible for 1 week of Paid Parental Leave within 12 weeks of the birth of a child or the placement of an adopted child.

Volunteer Time Off

Mspark encourages all associates to participate in civic and charitable activities. Full time associates are given up to 8 hours annually to support and participate in approved volunteer efforts.

On-Site Fitness Center

Mspark's Helena Corporate Office has a Fitness Room available to all associates at no charge.

Dress Code

Mspark is always Business Casual for office and sales associates.

Pay Dates

Full time associates are paid bi-weekly; every other Friday, via direct deposit or Money Network debit card.

RETIREMENT BENEFITS

Mspark associates are eligible to participate in our traditional 401(k) retirement savings plan or a Roth 401(k) option on the first day of the quarter after completion of 6 months of service. You may defer any amount of your pay to invest in a wide variety of investment options. Associate contributions into a traditional account are pre-tax, resulting in reduced federal and state tax withholdings. Each year Mspark may elect to make a discretionary employer matching contribution.

Once enrolled, Mspark's 401(k) Plan allows you to "roll-in", or transfer money from your existing IRA or 401(k) plan to your Mspark 401(k) Plan.

This document is intended to provide a general summary of certain benefits provided by Mspark. Full and complete information is available in various policy and plan documents available from Mspark Human Resources.