



BENEFITS AT A GLANCE – FY2026

Below is a summary of our benefits (both company-sponsored and Voluntary). All benefits are subject to the provisions and limitations of the agreement with specific providers, as outlined in Summary Plan Descriptions (SPD) or agreements made between the employee and insurance carrier.

ELIGIBILITY:

To be eligible for the health and welfare benefits described below, you must be a **full-time employee** working at least 30 hours per week (or per state law requirements). Benefits begin on the first of the month following the first 60-days of continuous employment, unless otherwise indicated. Holidays and PTO accrual begin day 1.

HEALTH BENEFITS

PROGRAM SUMMARY	PROVIDED BY	DESCRIPTION
MEDICAL BENEFITS (Group Health Plan)	Sierra Health & Life	MAWNV pays for 100% employee-only coverage for the \$0 deductible “Silver” PPO Plan. Employees may opt to pay for a high deductible plan, dependents or spouse coverage. Refer to separate Summary Plan Descriptions.
DENTAL BENEFITS (Group Health Plan)	Principal	MAWNV pays for 100% employee-only coverage. Employees may opt to pay for dependents or spouse coverage. Refer to separate Summary Plan Descriptions. NOTE: Dental & Vision benefits are always combined and may not be elected independently of each other.
VISION BENEFITS (Group Health Plan)	Principal (VSP network)	MAWNV pays for 100% employee-only coverage. Employees may opt to pay for dependents or spouse coverage. Refer to separate Summary Plan Descriptions. NOTE: Dental & Vision benefits are always combined and may not be elected independently of each other.

WELFARE BENEFITS

PROGRAM SUMMARY	PROVIDED BY	DESCRIPTION
LIFE & PERSONAL ACCIDENT INSURANCE <i>Basic</i> <i>[Employer-paid]</i>	Principal Financial Group	Employee only. Premiums paid by MAWNV. Basic Term Life Insurance \$10,000 Basic Personal Accident Insurance \$10,000
401(K) PLAN <i>Eligible at 90 days continuous employment</i>	Principal Financial Group	Safe Harbor Match equal to \$1 for every \$1 you contribute, up to the first 3% of your compensation contributed to the Plan, plus \$0.50 for every \$1 you contribute on the next 2% of your compensation contributed to the Plan. Roth options available.
GROUP LIFE INSURANCE <i>(additional)</i> <i>Voluntary</i> <i>[100% Employee-paid]</i>	Aflac	Voluntary coverage available to full-time active employees and their dependents; premiums 100% paid by employee through authorized payroll deduction. Refer to separate Aflac information for pricing, restrictions, and inclusions.
PERSONAL ACCIDENT INSURANCE <i>(additional)</i> <i>Voluntary</i> <i>[100% Employee-paid]</i>	Aflac	Voluntary coverage available to full-time active employees and their dependents; premiums 100% paid by employee through authorized payroll deduction. Refer to separate Aflac information for pricing, restrictions, and inclusions.
DISABILITY INSURANCE <i>Voluntary</i> <i>[100% Employee-paid]</i>	Aflac	Voluntary coverage available to full-time active employees and their dependents; premiums 100% paid by employee through authorized payroll deduction. Refer to separate Aflac information for pricing, restrictions, and inclusions.
HOSPITAL CONFINEMENT INSURANCE <i>Voluntary</i> <i>[100% Employee-paid]</i>	Aflac	Voluntary coverage available to full-time active employees and their dependents; premiums 100% paid by employee through authorized payroll deduction. Refer to separate Aflac information for pricing, restrictions, and inclusions.
CRITICAL ILLNESS INSURANCE <i>Voluntary</i> <i>[100% Employee-paid]</i>	Aflac	Voluntary coverage available to full-time active employees and their dependents; premiums 100% paid by employee through authorized payroll deduction. Refer to separate Aflac information for pricing, restrictions, and inclusions.

PROGRAM SUMMARY	PROVIDED BY	DESCRIPTION
WELLNESS STIPEND	Make-A-Wish Nevada	Employees are provided an optional monthly cash stipend to promote a culture of wellness, health, and fitness. You can request a \$25/monthly reimbursement or receive \$300 for the fiscal year.
EMPLOYEE ASSISTANCE PROGRAM	Teladoc	24/7 Care services including confidential therapy and life-coaching 7 days a week by phone or video. App also includes a content library of lessons, videos, guided meditations and activities.
ONE PASS SELECT Subscription-based fitness <i>[100% Employee-paid]</i>	Sierra Health & Life	Choose a membership tier that fits your lifestyle – can enroll yourself and family members. Plans start at \$34/month for 12,000+ fitness locations (digital-only classes available for free for everyone)

NATIONAL OFFICE CHAPTER BENEFITS

PROGRAM SUMMARY	PROVIDED BY	DESCRIPTION
Free and discounted legal resources	Rocket Lawyer	Create and sign hundreds of legal documents such as wills, leases, and childcare authorization forms <ul style="list-style-type: none"> • Attorney Q&A: Submit a question and get reliable legal advice within one business day • Attorney Phone Consultations: Schedule a free, 30-minute phone call with a Rocket Lawyer attorney specializing in your issue • Attorney Discounts: Save 40% on lawyers in your area
Ticket/Product discounts	Tickets at Work	Exclusive deals and limited one-time offers on products, services, and experiences
Online learning	LinkedIn Learning	Over 16,000 online courses taught by real-world professionals from robust learning paths to bite-sized micro-learning segments
Leadership training	Leadership Excellence (MAWU)	Leadership Excellence courses provide employees at all levels an opportunity to develop their leadership skills and abilities. Whether you are leading yourself, influencing others on teams and projects, or leading a team of people, there are courses within Leadership Excellence to support your development

OTHER BENEFITS

PROGRAM SUMMARY	PROVIDED BY	DESCRIPTION
Paid Parental Leave	MAWNV	<p>To be eligible for paid parental leave, employees must be classified as full-time and must have been employed by the Company for a minimum of twelve (12) consecutive months when the parental leave period begins. Eligible employees are entitled to paid parental leave following the birth, adoption or foster care placement of a child.</p> <ul style="list-style-type: none"> • The amount of paid parental leave available for eligible employees is two hundred forty (240) hours (six weeks) per birth, adoption or placement. • Parental leave must be taken within the first twelve (12) weeks after the birth, adoption, or foster placement of a child.
Behavior and communication learning	DiSC	In addition to the personalized report received pre-hire, all staff receive multiple trainings & activities per year centered on our DiSC styles to improve team communication via understanding motivations and stressors of various styles.
Anniversary recognition	MAWNV	Staff receive 3% pay raises on all odd years of work service and additional recognition at 10-year work anniversaries.
Quarterly Incentives	MAWNV	<p>If we hit 80% of our quarterly goals as a company, you earn 12 hours' additional PTO (or to maximum annual accrual, if balance is too high).</p> <p>For Q4 incentive, instead of 12 hours' PTO, you receive a full week off coinciding with Christmas.</p>

HOLIDAYS & PAID TIME OFF

The Company observes **thirteen (13) paid holidays** each year:

- New Year's Day January 1
- Martin Luther King Jr. Day Third Monday of January
- President's Day Third Monday of February
- Memorial Day Last Monday of May
- Juneteenth June 19
- Independence Day July 4
- Labor Day First Monday of September
- Nevada Day Last Friday of October
- Thanksgiving Day Fourth Thursday of November
- Day after Thanksgiving Fourth Friday of November
- Christmas Eve December 24
- Christmas Day December 25
- Day after Christmas December 26

Paid time off (PTO) provides all full-time staff members with paid time away from work that can be used for vacation, personal time, personal illness, or time off to care for dependents. Regular full-time employees earn paid-time-off each pay period from the first day of work, accrued per calendar year, according to the following chart:

TIME OFF TIER	YEARS OF SERVICE	HOURS ACCRUED PER PAY PERIOD (in a 26-pay period year)	MAX ACCRUAL (hours)
Vacation I	0-4	4.92	128
Vacation I	5-9	6.46	168
Vacation I	10+	8	208
Vacation II	0-4	6.46	168
Vacation II	5-9	8	208
Vacation II	10+	9.54	248
Vacation III	0-4	8	208
Vacation III	5+	9.54	248

Hourly staff have an additional 10 hours of sick time per year for use exclusively for doctor and medical appointments.