

## MAPFRE Insurance 2024 Comparison of Full Time/Part Time Employee Benefits

Availability of benefits may vary depending on location

Benefit Description	When Eligible	Full Time Benefits (30 hrs or more/wk)	Part Time Benefits (20 to less than 30 hrs/wk)	Part Time Benefits (less than 20 hrs/wk)
<b>AAA - Basic Membership</b>	Date of Hire	Eligible	Eligible	Not Eligible
<b>Adoption Assistance</b>	Date of Hire	Eligible	Not Eligible	Not Eligible
<b>Employee Assistance Program</b>	Date of Hire	Eligible	Eligible	Eligible
<b>Good Health Gateway Diabetes Management Program</b>	Date of Hire	Eligible	Eligible	Not Eligible
<b>Holidays - Fixed</b>	Date of Hire	Eligible	Pro-rated	Not Eligible
<b>Holidays - Floaters</b>	After 90 Days	Pro-rated		
<b>Flexible Spending Accounts</b>				
<i>Dependent Care</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Health Care &amp; Limited Purpose FSA</i>	Date of Hire	Eligible	Eligible	Not Eligible
Health Savings Accounts	1st of the month following enrollment in the Value or Super Value Plans	Eligible	Eligible	Not Eligible
<b>Insurance</b>				
<i>Medical</i>	Date of Hire	Eligible	Eligible with cost pro-rated	Not Eligible
<i>Dental</i>	Date of Hire	Eligible	Eligible with cost pro-rated	Not Eligible
<i>Vision</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Life and Accidental Death &amp; Dismemberment</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Supplemental Life and AD&amp;D</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Dependent (Spouse/Domestic Partner) Life and AD&amp;D</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Dependent Child(ren) Life</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Short Term Disability</i>	After 90 days	Eligible	Not Eligible	Not Eligible
<i>Long Term Disability</i>	After 90 days	Eligible	Not Eligible	Not Eligible
<b>Voluntary Insurance Programs</b>				
<i>Accident</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Critical Illness</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Hospital Indemnity</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Legal</i>	Date of Hire	Eligible	Eligible	Not Eligible
<i>Pet</i>	Date of Hire	Eligible	Eligible	Not Eligible
Personal Auto Insurance Employee Discount	Date of Hire	Eligible	Eligible	Eligible
ID Theft	Date of Hire	Eligible	Eligible	Eligible
<b>Time Off</b>				
<i>Bereavement</i>	Date of Hire	Eligible	Eligible (pro-rated) if regularly scheduled to work	Eligible (pro-rated) if regularly scheduled to work
<i>Family/Medical</i>	For FMLA leaves - must meet specific requirements of the law	Eligible	Eligible	Not Eligible

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<i>Military Duty</i>	Date of Hire	Eligible	Eligible	Eligible
<i>PTO (Paid Time Off)</i>	Date of Hire with 90 day waiting period	Eligible Pro-rated	Eligible Pro-rated	Not Eligible (May be eligible for paid sick leave per relevant state law)
<b>Retirement Plan</b>				
<i>401 (k)</i>	Date of Hire (must be at least age 18)	Eligible	Eligible	Eligible
Service Awards	Based on length of service	Eligible	Eligible	Not Eligible
<b>Learning and Development</b>				
<i>Individual College Courses</i>	Date of Hire	Eligible	Not Eligible	Not Eligible
<i>Undergraduate Degree</i>	Date of Hire	Eligible	Not Eligible	Not Eligible
<i>Graduate Degree</i>	Date of Hire	Eligible	Not Eligible	Not Eligible
<i>External Training</i>	Date of Hire	Eligible – manager’s discretion	Eligible – manager’s discretion	Eligible – manager’s discretion
<i>In-House Courses</i>	Date of Hire	Eligible	Eligible	Eligible
<i>Pre-Pay Insurance Courses</i>	After 90 Days	Eligible	Eligible	Eligible