

INSURANCE

Major Medical Insurance

- Arizona and California employees are offered a choice of 3 different health plans including an HSA plan through ADP.
- Dependent coverage is at the employee's cost and is covered through weekly payroll deduction at the current rate.
- Insurance is available the first of the month following 60 days of employment.

Dental Insurance

- Dental insurance is provided through Delta Dental. SCE pays for 50% of the employee cost. Dependent coverage is available the first of the month following 90 days of employment through payroll deduction.

Life Insurance

- Term life insurance and Accidental Death and Dismemberment (AD&D) insurance is provided through MetLife. Each employee is eligible for the insurance after completing 90 days of employment. A policy of \$50,000 is provided at no cost to the employee.

Disability Insurance

- Disability insurance is provided through MetLife. SCE covers each employee on a disability insurance should an employee become temporarily or permanently disabled while employed with SCE. The plan provides income protection up to 50% of the employee's yearly salary.

Direct2MD - Virtual Doctor Visits

- Connect to Direct2MD for a virtual consultation, diagnosis and treatment from doctors via your computer or smartphone.
- Direct2MD is offered to all employees and their immediate families at no cost to the employee, regardless of acceptance of major medical insurance.
- Doctors can write prescriptions (choose your pharmacy).
- Doctors available 24 hours a day, 7 days a week.
- HIPAA-compliant, encrypted and secure technology for your sensitive medical information.
- App available on the Apple App Store and the Google Play Store.

HOLIDAYS AND TIME OFF

Paid Holidays

- SCE has 6 paid holidays per year: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas, and New Year's Day.
- All full-time employees receive paid holidays after completing 90 days of employment.

Paid Personal Time Off (Arizona Employees)

- Arizona employees are eligible for 5 days (40 hours) of personal time off that is available the 1st day of employment. In the event an employee wishes to use any time for illness or other emergencies during the first year of employment, the remaining balance at the end of the year will carry forward for use in the following year.

- Employees that complete 3 years of employment will be awarded 10 extra days of personal time per year.
- Employees will be allowed to carry 5 days of personal time off from one year to the next based on their hire date at a maximum of 80 hours.

Paid Personal Time Off (California Employees)

- California employees are eligible for 5 days (40 hours) of personal time off that begins the 1st day of employment. In the event an employee wishes to use any time for illness or other emergencies during the first year of employment, the remaining balance at the end of the year will carry forward for use in the following year.
- Employees that complete 1 year of employment will be awarded 10 days of extra personal time per year.
- Employees will be allowed to carry 10 days of personal time off from one year to the next based on their hire date at a maximum of 80 hours.

ALLOWANCES/REIMBURSEMENT

Uniform Allowance

- SCE provides uniform shirts for the service technicians, a polo shirt for office personnel, and will reimburse technicians for uniform pants or jeans up to 5 pairs per year to a max of \$100 per year.

Boot Allowance

- SCE will reimburse service technicians for 1 pair of work boots per year up to a max of \$125 for the year.

Turkey Rebate Program (TRP)

- Each year employees may submit a receipt for the cost of a turkey for their Thanksgiving Day dinner and will be reimbursed to the cost up to a \$50.00 value.

Wellness Program

To help drive down company health coverage costs, SCE will reimburse employees items that improve Health and Wellness.

- Fitness Tracking Technology up to \$100. (Fitbit, Apple iWatch, Samsung Galaxy Watch, etc.)
- Gym Memberships (maximum of \$25 a month)
- Anti-Smoking Programs
- Nutritional Counseling

RETIREMENT PLAN

401 (K) Employer Sponsored Plan

- Employees are eligible to begin participating in the employer sponsored 401(k) plan after completing 1 year of employment. A vesting schedule will be provided to qualified employees.
- The amount to be matched is based solely on percentage contributions.
- Employer matching contributions will be as follows:

Employee Contribution	Employer Match
1% of Salary	100% Match
2% of Salary	100% Match
3% of Salary	100% Match
4% of Salary	50% Match
≥ 5% of Salary	50% Match