



A  QUANTA SERVICES COMPANY

— M. J. ELECTRIC HEALTH & WELFARE —

BENEFITS

MJE Benefits Philosophy is to achieve the right balance of competitive, comprehensive and cost-effective benefits. The company shares the responsibility with employees for managing rising healthcare costs while keeping options affordable.

COMPETITIVE, COMPREHENSIVE, AND COST-EFFECTIVE BENEFITS PACKAGE INCLUDING:

- Medical/Prescriptions
- Dental
- Vision
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Life Insurance, Supplemental Life Insurance, Accidental Death & Dismemberment
- Short-Term & Long-Term Disability
- 401-K Quanta Services Plan
- Employee Assistance Program (EAP)
- Paid Vacations
- Paid Holidays
- Paid Personal Absence Time
- Tuition Reimbursement Program

MJE OFFERS TWO MEDICAL PLAN OPTIONS – BLUE CROSS BLUE SHIELD OF TEXAS

- Current 80/50 PPO Plan
- High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

DENTAL PLAN – METLIFE

- PPO Plan
- \$1,500 Annual Maximum Benefit
- Orthodontia Coverage for Adults and Children; Lifetime Maximum \$1,700

INTEGRITY • INSPIRED • INVESTED

VISION PLAN – UNITED HEALTHCARE

- Eye Exams
- Frames and Lenses
- Contact Lens Services and Materials

MAJOR PLAN FEATURES - LIFE INSURANCE AND SUPPLEMENTAL LIFE/AD&D BENEFITS - METLIFE

- Basic Life/AD&D Insurance equal to 1X your Basic Annual Earnings & Eligible Bonus
- Receive the Life Insurance amount & AD&D in the event of death due to an accident (Double Indemnity)
- Supplemental Life Insurance/AD&D (EE Only) - Purchase additional income protection (Voluntary EE Paid)

SHORT & LONG-TERM DISABILITY - METLIFE

- Income Replacement Coverage in the event of a qualified disability
- MJE pays the full cost of the STD and LTD benefits

QUANTA SERVICES 401-K RETIREMENT SAVINGS PLAN - FIDELITY

- NO Vesting Schedule - All Employer matching contributions are immediately vested at 100%
- MJE provides a competitive matching contribution equal to 100% of the first 3% of the salary reduction you elect to defer plus 50% of your deferrals between 3% and 6% (4.5% match of the first 6% you contribute)

JOIN OUR TEAM

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Storm Response