



## Employee Benefits Overview

Established in 1980, The MIL Corporation (MIL) successfully provides innovative technical and business solutions to federal government customers. We recognize that our people are our strongest asset. That is why we continue to improve our HR programs and seek to provide some of the most competitive benefits in our industry.

### *CoreSource Health Insurance\**

Our health plan includes medical and prescription benefits. It offers four PPO options (Consumer, Basic, Standard, and High) and one EPO (in-network only) option.

### *Guardian Dental Insurance\**

Guardian DentalGuard PPO features a network of over 50,300 provider locations. The plan includes 100% preventative care, 90% basic care, and 60% major services care, utilizing in-network providers. There is a \$50 deductible which is waived for preventative care.

### *DentaQuest Dental Discount Program\**

An affordable dental discount plan that provides great savings on all types of dental care, including cosmetic and orthodontics. DentaQuest Dental is available to employees located in the MD, VA, and DC area only.

### *VSP Vision Insurance\**

With Vision Service Plan (VSP), administered by Guardian, you can keep your eyes healthy and get great savings on eye exams, glasses, contacts, and laser vision correction.

### *Flexible Spending Account (FSA)\**

We offer an FSA designed to save you money. Under this plan, you may have a portion of your income set aside on an annual pre-tax basis each pay period to assist with paying for eligible expenses.

**Medical Cap: \$5,000**

**Dependent Care Cap: \$5,000**

### *Group Life Insurance and AD&D\**

Eligible employees are insured for \$50,000 of life and \$50,000 of Accidental Death and Dismemberment (AD&D).

### *Voluntary Term Life Insurance and AD&D\**

Employees may purchase additional Life and AD&D insurance which includes: survivor support, accelerated benefits, and waiver of premium. New hire guarantee issue of \$120,000, \$50,000 for spouse, and \$10,000 for child within first 30 days of hire.

### *Voluntary Short-Term Disability\**

Short-term disability benefits begin, if approved, after you have been continuously disabled for 7 days. Benefit is 60% of your salary up to a maximum of \$1,000 per week.

\*You will be eligible for benefits on the first of the month following your date of hire.



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## ***Group Long-Term Disability***

Long-term disability benefits begin, if approved, after you have been continuously disabled for 180 days. Benefit is 60% of your salary up to a maximum of \$5,000 per month.

## ***Employee Assistance Program***

Our Employee Assistance Program is a free and confidential counseling service available to employees and their families. The program offers caring, professional help for a broad range of concerns.

## ***401(k) Retirement Savings Plan***

The MIL 401(k) plan is administered by ADP. You may elect to contribute any percentage of your paycheck pre-tax or after-tax (subject to IRS caps) into 12 available mutual funds. Our match is 50% up to the first 4% of contributions made on a biweekly basis. Employees are 100% vested after two years of employment. Traditional 401(k) and Roth 401(k) are available. You are eligible to participate on the date of hire.

## ***Holidays***

Employees receive up to 10 paid holidays each calendar year.

## ***Personal Time***

Paid personal time is earned by regular full-time and part-time employees. Personal time is defined as all vacation, sick, and bereavement. Employees initially accrue three weeks of personal time per year; and then four weeks per year after five years of continuous employment.

## ***Parking / Metro Reimbursement***

MIL will reimburse up to \$100 per month reimbursement for parking and/or metro expenses for employees working in the Washington DC Metropolitan area.

## ***Computer Purchase Plan***

MIL will finance the purchase price of a home computer system after six months of continuous employment. The employee will then repay the loan through payroll deductions.

## ***Recruiting Bonus***

An established minimum bonus will be paid to employees for recommending candidates who are hired to fill full-time, regular positions after the referred applicant is hired and remains an MIL employee for a period of 90 days.

## ***Professional Training***

On a selected basis, MIL will provide training courses to employees leading to industry standard certification and/or professional enrichment in their area of expertise. Employees will be required to complete an agreed upon term of employment with MIL.

## ***MILTON MIL Training Online***

MIL Training Online (MILTON) is a free web-based training program in which employees may take as many courses as they wish in any field they choose. We established MILTON so that employees can acquire the core competencies and skills needed to compete in this fast changing environment. MIL is committed to continuing professional education and development for every employee.

## ***Educational Reimbursement***

MIL will compensate employees for educational courses relating to their professional area. Employees will be required to complete an agreed upon term of employment with MIL. Compensation will be 80% of the cost including tuition, books, and lab fees, up to the following maximums per calendar year:

**Graduate Level: \$4,000**

**Undergraduate Level: \$2,500**

*This brochure is intended only as a summary of our benefits. Actual benefits are determined in accordance with the formal plan document. MIL reserves the right to modify or discontinue any benefit program at any time.*

