

Benefits

 BY MARCUS

BENEFITS SUMMARY

At The Marcus Corporation, our Associates go above and beyond to “Make your ordinary day someone’s extraordinary day.™” We reward your efforts with a benefits package that offers the important benefits you need—but we also go beyond that. Our focus is on the overall physical and financial wellness of our Associates and your families, both now and in the future.

Benefits Eligibility

Salaried and full-time Hourly Associates are eligible for benefits after one month of employment.

Part-time Hourly Associates who work an average of at least 30 hours per week are eligible for benefits one month following six months of service.

Covered dependents include spouse, same sex or opposite sex domestic partner and dependent children up to age 26 for medical, dental and vision and up to age 25 for life insurance, including children of domestic partners.

Medical Plan

Our medical options provide Associates and their eligible family members with coverage and protection against major medical expenses.

The Marcus Corporation offers two medical plan options: The Surest plan with copays and an HSA eligible plan. Both plans cover preventive care and comprehensive medical and prescription benefits. Associates enrolled in the HSA plan will receive a contribution to their Health Savings Account. In addition, we offer numerous programs and services that can help Associates improve and maintain their health, better manage illnesses and receive better value for their healthcare dollars.

Dental Plan



Our dental plan pays for preventive, restorative and surgical services, as well as orthodontia, at varying levels of coverage. Participants may take advantage of reduced out-of-pocket costs when they use dentists in a nationwide network of participating providers.

Vision Plan



The Marcus Corporation’s vision plan offers Associates an affordable way to maintain eye health with preventive care and additional coverage for materials such as glasses, contacts and discounts for laser vision correction.

401(k) Retirement Savings



Associates age 21 or older with at least 1 month of service are eligible to participate in The Marcus Corporation 401(k) Retirement Savings Plan.

- Marcus will match each Associates’ 401(k) contribution amount, dollar for dollar, up to 3% of the Associate’s compensation.
- Marcus will contribute \$0.50 for every additional dollar an Associate saves up to 5% of his/her compensation. The match is made once a year and is made in Marcus stock and cash.

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Saving for Health Care (HSA)



In addition to the contribution Marcus will make for associates enrolled in the HSA plan, associates can also make their own contribution with triple tax benefits to plan for current or future health care expenses:

- Pre-Tax Contributions
- No taxes on any earnings
- Tax-free withdrawal when you use it to pay for qualified out-of-pocket expenses

Health and Dependent Care Flexible Spending Account (FSA)



Flexible Spending Accounts give Associates the opportunity to set-aside pre-tax contributions for eligible health or dependent care out-of-pocket expenses.

Income Loss Protection



Marcus provides income protection when associates should miss work due to an extended, qualifying medical situation.

Life and Accidental Death & Dismemberment Insurance



Marcus provides Basic Life & AD&D insurance to Associates at no cost. Associates also have the option to buy additional insurance for themselves, spouse or dependent children through payroll deductions.

Included with Life Insurance is Travel Assistance to provide emergency travel support.

Employee Assistance / Work-Life Programs



The EAP is no cost confidential program available to Associates and their family members 24 hours a day, 365 days a year. This benefit

is staffed by licensed counselors who can provide support, guidance and referrals to help with challenges such as:

- Stress, anxiety or depression
- Marriage and relationship problems
- Grief and loss
- Financial concerns
- Addiction and substance abuse
- Anger management
- Work or other life pressures

Additional Work-Life resources include legal consultation, financial expertise and convenience resources such as referrals for childcare, elder care, home repair, housing needs, education, pet care, adoption and so much more.

Voluntary Benefits



Additional benefits are offered to allow Associates to supplement the core benefits and create a truly customized benefit package to fit

their needs. Associates pay the cost of the premium for these benefits through after-tax payroll deductions. These benefits include:

- Critical Illness Insurance
- Accident Insurance
- Identity Theft Protection
- Pet Insurance
- Hospital Indemnity
- Group Legal Assistance
- Whole Life with Long Term Care