

As an operating company of Allegis Group, Major, Lindsey & Africa employees have access to the Allegis Group Benefit Program plans that help protect the health and security of them and their families. We realize the needs for benefits vary from person to person, so we provide a range of plans to let them choose the level of coverage and the combination of benefits they want and need. We offer our employees the Allegis Marketplace, a one-stop online shopping experience where they can easily compare plans and enroll in coverage.

The Allegis Marketplace provides our employees with a wide variety of plan options that can be combined together or elected individually so they can build a plan that is right for their needs and their budget, including:

- A choice of two (2) CareFirst BlueCross BlueShield Medical Plans that meet the Individual Mandate
- Hospital Cost Protection Plans
- Critical Illness Protection
- Accident Protection
- Health Savings Account (HSA)

The Allegis Marketplace also offers:

- Dental Insurance
- Vision Insurance
- Life Insurance and Accidental Death and Dismemberment (AD&D)
- Short- and Long-Term Disability Coverage
- Health Advocate Services and Health Cost Estimator+™ (if medical coverage is elected)
- Employee Assistance Program (EAP)

Advantages of electing benefits through the Allegis Marketplace:

- Savings by paying for Medical, Dental and Vision premiums with pre-tax dollars
- Convenient premium payments through weekly payroll deductions
- Access to BlueCross BlueShield's national network of preferred providers
- Enhanced customer service through trained Benefits Advisors
- Easy online enrollment at www.AllegisMarketplace.com
- Tax-advantaged savings if they open a Health Savings Account (High-Deductible Comprehensive Medical Plan Only)
- Potential savings available on individual coverage under the BlueCross BlueShield High-Deductible Comprehensive Medical Plan for those who qualify

Allegis Group also offers our employees the option of contributing to their retirement plan through a 401(k) administered by The Principal. More Information is available to our contractors via the Allegis Benefits Guide given upon accepting an offer of employment.

The benefits offered through Allegis Marketplace are available to any employee who works at least twenty (20) hours per week. Coverage for the employee begins on the first of the month following or coinciding with the contractor date of hire (e.g. Hired 3/1, eligible 3/1 or Hired 2/25, eligible 3/1). For retirement benefits, the employee must also work at least twenty (20) hours per week, but will be eligible to begin these benefits on the first of the month following 30 days of employment.

Major, Lindsey & Africa also provides paid leave as required by State or Jurisdiction laws (e.g. paid sick leave).