



# SUPPORT YOU CAN COUNT ON

## 2021 BENEFITS GUIDE





**Swinerton strives to make sure you and your family are protected, secure and healthy.**

Our benefits are designed to keep you and your loved ones safe and give you the peace of mind you need in these trying times. We're in this together – and you can expect the same dedication and commitment from Swinerton that you bring to work every day.





# BENEFITS AT A GLANCE

## 2021 BENEFITS



### FOR YOUR HEALTH

- Medical
- HSA
- Employee Assistance Program
- Dental
- Vision



### FOR YOUR PROTECTION

- Basic Term Life
- Voluntary Term Life
- AD&D
- Short Term Disability
- Long Term Disability
- Business Travel Accident
- Critical Illness & Accidental Injury
- Voluntary Legal Plan
- Identity Theft Protection



### FOR YOUR FINANCES

- 401(k) & Savings Plan
- My Secure Advantage
- Commuter Benefits
- Health Care FSA
- Dependent Care FSA



### FOR YOUR WELL-BEING

- Vacation
- Holidays
- Sick Leave
- Bereavement Leave
- Care.com Membership
- Pet Insurance
- Discounted Gym Membership
- Educational Assistance

# BENEFITS THAT WORK FOR YOU

## ELIGIBILITY 5-6

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## FOR YOUR HEALTH 7-17

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### Medical

- Nationwide Medical Plans
  - Cigna \$750/Cigna \$5,000 Deductible Plans
  - Cigna Choice Fund HSA
  - Health Savings Account (HSA)
- Regional Medical Plans
- 2021 Monthly Medical Employee Contributions

### Employee Assistance Program (EAP)

### Dental

### Vision

## FOR YOUR PROTECTION 18-21

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### Life insurance

- Basic Term Life Insurance
- Voluntary Term Life Insurance

### Disability benefits

- AD&D Insurance
- Short Term Disability Insurance
- Long Term Disability Insurance
- Business Travel Accident Insurance

### Additional support

- Critical Illness Insurance
- Accidental Injury Insurance
- Voluntary Legal Plan
- Identity Theft Protection

## FOR YOUR FINANCES 22-25

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### 401(k) & Savings Plan

- ESOP & Profit Sharing

### Additional support

- My Secure Advantage (MSA)
- Commuter Benefits

### Flexible Spending Accounts (FSA)

- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account

## FOR YOUR WELL-BEING 26-28

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### Vacation, holiday, sick & bereavement leave

- Vacation
- Holidays
- Sick Leave
- Bereavement Leave

### Caregiving

- Care.com
- Pet Insurance

### Additional support

- Discounted Gym Membership
- Educational Assistance

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The information presented in this brochure is only a summary of the benefits eligible non-union administrative employees receive. The phrase "Administrative Employee" refers to an employee of Swinerton Incorporated or its subsidiaries who is covered by the Company's standard policies, employee benefits, job, and pay structures. "Administrative" is used to more easily distinguish non-craft from craft employees. Certain affiliate companies of Swinerton Incorporated may offer benefits to their eligible employees that may be different from the benefits described here. If there is a conflict between the benefits described in this summary and the Plan documents, the Plan documents shall govern.

SAMPLE



Swinerton Incorporated  
Employee Benefits  
2001 Clayton Rd, 7th Floor  
Concord, CA 94520