

Competitive Benefits

- **Employee Stock Purchase Plan**

Employees have the option to buy company stock at a 15 percent discount of the Fair Market value of the stock.

- **Paid Holidays**

Molina provides eight paid holidays and one floating holiday of the employee's choosing. Holidays include: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day as well as half days on Christmas Eve and New Year's Eve.

- **401K Matching**

Molina provides a Safe Harbor matching contribution of 100 percent of the first 4 percent contributed by the employee, vested immediately.

- **Medical Benefits**

Molina offers you a choice of three medical plans and covers 81 percent of your monthly premium.

- **Vision Benefits**

Molina offers all eligible employees vision coverage through VSP. For a small premium, you may choose to cover your dependents.

- **Dental Benefits**

Molina offers both a PPO and HMO plan through Delta Dental.

- **Life Insurance**

To all eligible employees who work 30 or more hours a week, Molina provides Basic Life and Accidental Death & Dismemberment Insurance at no cost to you. You are automatically enrolled in this coverage on the first of the month following 30 consecutive days of employment.

- **Short-term Disability**

Short-term disability coverage provides benefits for a limited period of time if you are unable to work due to an illness or injury. Molina provides this benefit after 30 consecutive days of employment and if you work 30 or more hours per week.

- **Long-term Disability**

Long-term disability coverage provides financial assistance if you are not able to return to work after 90 days of disability due to an illness or injury. Molina provides this benefit after 30 consecutive days of employment and if you work 30 or more hours per week.

- **Employee Assistance Program**

We support the well-being of our employees and provide professional, confidential counseling services to assist you.

- **Flexible Spending Account**

Molina offers you two flexible spending accounts (FSAs) through Delta Health Systems – Health Care and Dependent Care – that allow you to use pre-tax dollars to pay for certain health and dependent care expenses. You may participate in one or both accounts.

Competitive Rewards

Molina has your best interests in mind and wants you to put your best foot forward every day. To make it easier, we offer many rewarding opportunities for you and your family such as:

- **Immediate Accrual of Personal Paid Time Off**

All eligible, full-time employees working a minimum of 30 hours per week accrue paid time off each pay period. Paid time off covers vacation, sick and personal time. Paid time off accrual is based on an employee's classification, length of service and active employment status. Molina employees begin with 18 days per year.

- **Volunteer Paid Time Off**

Molina encourages volunteerism and provides 16 hours per year of Volunteer Time Off to help employees to build strong community partnerships and connect with the people our company serves.

- **Referral Bonus Offered**

Molina employees may earn a monetary reward for referring qualified candidates for employment opportunities within the company.

- **Short-term Incentive Program**

Molina provides eligible employees with the opportunity to share in the company's success through discretionary incentive awards when company objectives, department goals and individual performance standards are met or exceeded.

- **Employee Wellness**

Molina offers employees the benefit of participating in programs and events, as well as gym facilities in certain locations, to help improve their quality of life and wellbeing.

- **Discounted programs with major retailers**

Career Growth

Molina values its employees and wants to see them grow and succeed. Our programs and tuition reimbursement offer opportunities that help build your future.

- **Tuition Reimbursement**

Upon six months of service as a full-time employee, Molina offers up to \$2,500 annually in reimbursements for employees successfully completing approved courses.

- **iLearn Training Technology**

These are online interactive tutorials Molina provides its employees. The information learned through these exercises is immediately relayed back to the workplace.

- **Lunch and Learns**

Bring your own lunch and gain useful insight on company programs or initiatives, interact with fellow colleague.

- **Performance Coaching**

Performance coaching is an opportunity to strengthen your relationship with your manager as you share your short- and long-term career goals with them.

- **Annual Scholarship Opportunity**

This program awards up to 40 scholarships, each worth \$2,500, to current Molina employees and their dependents for community college, four-year college and graduate school.