



# Mexico Insurance Benefit Offerings Overview

## Health and Welfare Plans:

- Minor Medical insurance (MediAccess)
- Major Medical insurance (MetLife)
- Excess Sum Insured insurance (MetLife)
- Vision (Dentegra – contracted under Major Medical)
- Dental (Dentegra)

## Income Protection plans (MetLife):

- Basic Life and AD&D
- Total Permanent Disability
- Funeral Expenses Insurance

## Programs & Perks:

- Medito - Mental health support
- Si Vale Grocery Card Program
- Telecom Reimbursement
- Carrot - Fertility and Family Planning Aid
- Charity Contribution Matching

## Retirement:

- Pension

## Time Off:

- Flexible PTO
- Holiday Calendar

## Parental Leave after 1 year of employment:

- 16 weeks paid maternity leave
- 6 weeks paid paternity leave
- Gift card for diapers (Valued at \$1,0362 MX)
- Dinner for 2, delivered twice per week (Valued at \$5,200 MX)
- Bi-weekly maid service for 10 weeks (Valued at \$2,500 MX)

## Medical Plan Overview and Resources:

	MAJOR MEDICAL	EXCESS MAJOR MEDICAL
<b>Type Of Network</b>	Opened Network: Can receive treatments from doctors/ hospitals within or out of network. For out of network providers, the carriers will pay up to the UCR (Usual Customary Reasonable) contracted.	Opened Network: Can receive treatments from doctors/ hospitals within or out of network. For out of network providers, the carriers will pay up to the UCR (Usual Customary Reasonable) contracted.
<b>Sum Insured</b>	2,200 UMAM ~ \$6,435,198 MXP (per event)	26,000 UMAM ~ \$76,052,340 MXP (per event)
<b>Deductible</b>	2 UMAM ~ \$5,851 MXP (per event)	2,200 UMAM ~ \$6,435,198 MXP (per event)*
<b>Coinsurance</b>	10% (per event)	N/A
<b>Out-of-Pocket Maximum</b>	\$25,300 MXP	N/A

\*The Basic Sum Insured of the Major Medical Insurance works as a Deductible, once the Sum Insured is exhausted, the Excess Sum Insured insurance will cover the complementary expenses at no additional cost to the insured.

\*\* The UMAM for 2022 is \$2,925.09 MXP, by February 2023 this measurement will be updated."

### Minor Medical Insurance (MediAccess) - This benefit has a closed network meaning you must receive medical treatment from a doctor/clinic within the network. Benefits include:

- **\$5,000 MXP per year for Medicines (Basic OTC)**
- **\$10,000 MXP Lab and Cabinet studies with 30% copayment**
- **\$110,000 MXP Accident Death insurance**
- **\$15,000 MXP reimbursement in case of accidents**
- **Contact consults**
  - **First Contact consults (General doctors, Pediatricians, Gynecologists): No Cost**
  - **Second Contact consults: Starting at \$300 MXP up to \$550 MXP per consult**

**Mediaccess PAM Guide** – Contains detailed information regarding the benefit contracted, the scope and coverages contracted, as well as a guide on how the insurance works.

**Mediaccess Minor Medical Consent** – The insurance grants an Accidental Death to employee and dependents. The consent must be filled out per insured covered under the plans.

**Mediaccess Call Center** – Schedule your 1st contact appointments through Mediaccess' call center **55-9150-2954** for México City or **800-681-0341** for the rest of the country. Learn more at [mediaccess.com.mx](https://mediaccess.com.mx).

**MetLife Contigo APP** – Access your insurance certificate, MetLife's network providers, 24/7 service, as well as follow up on opened claims through their app. Learn more at [metlife.com.mx](https://metlife.com.mx).

**MetLife Integral Assistance** – Provides home consultations from General Doctors (with preferential costs), as well as 2 free monthly psychological consults via mobile app or by calling **55-5328-7000** for México City or **800-00-63854** for the rest of the country.

**Network** – Contains the up-to-date detail of hospitals and doctors within the network. You can check the information via mobile app or through their web page [metlife.com.mx/soy-cliente/directorio-medico](https://metlife.com.mx/soy-cliente/directorio-medico).

# Medical Plan Overview and Resources:

Salesloft provides medical, dental and vision benefits at no cost to the employee.

## Benefit Offering Details:

HEALTH AND WELFARE PLANS:		
BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Minor Medical Insurance</b>	Offers preventive healthcare in order to improve the patients well-being.	<b>Web page</b> <b>55-9150-2954</b> for Mexico City <b>800-681-0341</b> for the rest of the country
<b>Major Medical Insurance</b>	Offers reactive treatments (once there's a medical diagnosis that exceeds the deductible and requires hospitalization and/or treatment).	<b>Web page</b> <b>Network Providers webpage</b> App - Metlife Contigo <b>55-5328-7000</b> for Mexico City <b>800-00-63854</b> for the rest of the country
<b>Excess Major Medical Insurance</b>	Works as a complement to your Major Medical policy. When the Sum Insured is exhausted due to an opened claim in the Major Medical coverage, this policy begins to operate, with an additional Sum Insured that will continue to cover the expenses made, as a complement, up to the limit of Excess coverage, it will not be necessary to cover the Deductible and Coinsurance again.	<b>Web page</b> <b>Network Providers webpage</b> App - Metlife Contigo <b>55-5328-7000</b> for Mexico City <b>800-00-63854</b> for the rest of the country
<b>Dental</b>	Coverage includes 0% copay for dental emergencies, basic restorations, minor surgical procedures, endodontics, and complex surgical procedures. You must utilize an in network doctor/clinic.	<b>Web page</b> Phone Number - <b>55 5002 3102.</b>
<b>Vision</b>	This benefit has a deductible of \$150 MXP + Tax. Eye exams are covered at no cost. The sum insured is \$2,000 MXP per Validity for Non-Cosmetic Prescription Frame Lenses and \$1,600 MXP per Validity for Non-Cosmetic Prescription Contact Lenses.	<b>Web page</b> Phone Number - <b>55 5002 3102.</b>

## RETIREMENT / INCOME PROTECTION PLANS

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Basic Life / AD&amp;D / TPD</b>	Basic death coverage, AD&D, and total permanent disability is covered at 24 months base salary.	<b>Webpage</b> App - Metlife Contigo <b>55-5328-7000</b> or <b>55-9150-2954</b> for Mexico City <b>800-00-63854</b> for the rest of the country
<b>Funeral Expenses Consent</b>	This coverage provides \$40,000 MXP. Extended to Economic Dependents such as spouse/domestic partners and children up to 24 years old.	<b>Webpage</b> App - Metlife Contigo <b>55-5328-7000</b> or <b>55-9150-2954</b> for Mexico City <b>800-00-63854</b> for the rest of the country
<b>Pension</b>	In addition to the mandatory pension contributions, the company will also contribute to a Savings Fund on the behalf of the employee. Salesloft, along with each Lofter, will contribute up to 13% of an employee's monthly salary to be deposited into a savings account. These funds will then be distributed at the end of the year.	

## COMPANY PROVIDED PROGRAMS & PERKS:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Medito</b>	Medito is an app that uses meditation, mindfulness, and breathing exercises to improve mental well-being for its users. The app includes hundreds of sessions to help you develop your meditation practice, including, a 30-day meditation challenge, Sleep section with sounds, stories, Stress, Anxiety, & Low Mood, Gratitude, Work Life, Mindfulness, and Meditative Music.	<b>Medito</b>
<b>Si Vale Grocery Card Program</b>	Employees receive a monthly grocery stipend, and it is available on the first of each month.	<b>Grocery Card</b>
<b>Telecom Reimbursement</b>	Salesloft covers employees internet, telephone, and electric bills using the following guidelines: <ul style="list-style-type: none"> <li>• Internet - capped at 375 pesos/month</li> <li>• Phone - capped at 630 pesos/month</li> <li>• Electricity - 50% of bill capped at 500 pesos every other month</li> </ul>	<b>Telecom Reimbursement</b>
<b>Carrot</b>	We know that family planning is important, and Salesloft wants to help. That's why we provide access to several family planning resources, discounts, and a \$160,000 MXN credit towards IVF, adoption, or egg freezing.	<b>Carrot</b>
<b>Charity Contribution Matching</b>	We want to support the causes that you care about most. That's why Salesloft matches your charitable contributions up to \$4000 MXN.	<b>Charity of Choice</b>

## If You Have Questions

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