



Mexico Insurance Benefit Offerings Overview

Health and Welfare Plans:

- Minor Medical Insurance (MediAccess)
- Major Medical 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:

- Savings Fund
- Si Vale Grocery Card Program
- Telecom Reimbursement
- Carrot - Fertility and Family Planning
- Modern Health

Time Off:

- Flexible PTO
- Holiday Calendar

Parental Leave:

- 18 weeks paid maternity leave
- 8 weeks paid paternity leave
- Gift card for diapers (valued at \$10,362 MX)
- UberEats e-gift card (valued at \$5,200 MX)

Medical Plan Overview and Resources:

	MAJOR MEDICAL
Type Of Network	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 + 50%*.
Sum Insured	30,000 UMAM ~ \$106,986,600 MXN (per event)
Deductible	For direct payment: 1 UMAM ~ \$3,566 MXN For reimbursement: 2 UMAM ~ \$7,132 MXN
Coinsurance	Waived for direct payment 10% for reimbursement
Out-of-Pocket Maximum	\$25,000 MXN

*Verify out of network providers are not in MetLife's inactive providers list, which are not covered due to malpractice.

** The UMAM for 2026 is \$3,566.22 MXN

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 MXN per year for Medicines (Basic OTC)
- \$10,000 MXN Lab and Cabinet studies with 30% copayment
- \$110,000 MXN Accident Death Insurance
- \$15,000 MXN reimbursement in case of accidents
- **Contact consults**
 - First Contact consults (General doctors, Pediatricians, Gynecologists): No Cost
 - Second Contact consults: Starting at \$500 MXN depending on each specialist

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 employees 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.

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.

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.

Medical Plan Overview and Resources:

Clari/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
Minor Medical Insurance	Offers preventative healthcare in order to improve the patients well-being.	Web Page 55-9150-2954 for Mexico City 800-681-0341 for the rest of the country
Major Medical Insurance	Offers reactive treatments (once there's a medical diagnosis that exceeds the deductible and requires hospitalization and/or treatment).	Web Page Network Providers webpage App - Metlife Contigo 55-5328-7000 for Mexico City 800-00-63854 for the rest of the country
Vision	This benefit has a deductible of \$150 MXN + Tax. Eye exams are covered at no cost. The sum insured is \$2,000 MXN per Validity for Non-Cosmetic Prescription Frame Lenses and \$2,000 MXN per Validity for Non-Cosmetic Prescription Contact Lenses.	Web Page Phone Number - 55-5002-3102
Dental	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.	Web Page Phone Number - 55-5002-3102

INCOME PROTECTION PLANS

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
Basic Life/AD&D/TPD	Basic death coverage, AD&D, and total permanent disability is covered at 24 months base salary.	Webpage App - Metlife Contigo 55-5328-7000 or 55-9150-2954 for Mexico City 800-00-63854 for the rest of the country
Funeral Expenses Consent	This coverage provides \$40,000 MXP. Extended to Economic Dependents such as spouse/domestic partners and children up to 24 years old.	Webpage App - Metlife Contigo 55-5328-7000 or 55-9150-2954 for Mexico City 800-00-63854 for the rest of the country

COMPANY PROVIDED PROGRAMS & PERKS

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
Savings Fund	Clari/Salesloft, along with each Lofter, will contribute up to 13% of the employee's monthly salary (or UMA capped amount) into a Savings Fund account. These funds will be distributed to the employee at the end of each year.	
Si Vale Grocery Card Program	Employees receive a monthly grocery stipend, and it is available the first of each month.	Grocery Card
Telecom Reimbursement	Clari/Salesloft covers employees internet, telephone, and electric bills using the following guidelines: <ul style="list-style-type: none"> • Internet - capped at 375 pesos/month • Phone - capped at 630 pesos/month • Electricity - 50% of bill capped at 500 pesos every other month 	Telecom Reimbursement
Carrot	We know that family planning is important, and Clari/Salesloft wants to help. That's why we provide access to family planning resources, discounts, and support through Carrot.	Carrot
Modern Health	Modern Health is a holistic mental wellness benefit designed to support Lofters and their dependents in every aspect of life—at work and at home	Modern Health

If You Have Questions

Katia Rios - Account Executive
d: +52 (81) 1966 0560 ext. 153
katia.rios@fidex.com.mx

Evelyn Soberon - Benefits Manager
m: +52 (81) 8133 6100 ext. 103
evelyn.soberon@fidex.com.mx

Clari/Salesloft People Team
people@salesloft.com