

# 2026 YOUR EMPLOYEE BENEFITS

**MYR Group Inc. | MYR Energy Services Inc. | E.S. Boulos Company  
Great Southwestern Construction, Inc.**

Dear Colleagues,

The MYR Group family of companies consists of 13 premier electrical contractors across the United States and Canada, with each subsidiary playing an essential role to our overall company's success and growth. Our people are the heart of every subsidiary – and MYR Group as a whole.

Your daily contributions consistently embody our time-tested values of safety, quality, and reliability across both our Transmission & Distribution (T&D) and Commercial & Industrial (C&I) segments. This dedication helps further strengthen customer relationships while allowing us to strategically expand our business and support you with the best benefits, tools, and resources.

To that end, we strive to provide a high standard of quality of life for you and your family, which includes a robust, competitive benefits package.

I am proud to say that our comprehensive benefits package includes extensive coverage for medical, dental, vision, and more for you and your eligible dependents. These benefits are available to eligible employees at highly competitive costs.

In addition to the health and welfare benefits available to you, eligible employees can participate in a 401(k) retirement plan. MYR Group's retirement plan offers you the ability to save for your retirement with a generous match on all eligible contributions you make to your account.

It is important to us that you work in a safe, ethical, and supportive environment, and that our culture remains healthy. This is why we make continuous investments in your workplace safety, professional development, benefits package, and job satisfaction.

I encourage you to educate yourself about your health plan and the other benefit programs offered to you and your eligible dependents. If you have any questions regarding our benefit plans, please contact our corporate benefits department.

Thank you for all you do every day. Because of you, the MYR Group family of companies have remained at the forefront of the industry for nearly 135 years collectively – and will remain there moving forward.

Always in health,



Rick Swartz

President and CEO

MYR Group Inc.



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## ELIGIBILITY

If you are a non-field employee scheduled to work at least 30 hours per week, you may be eligible for benefits outlined in this summary.\*

## WHEN COVERAGE BEGINS

Effective on your date of hire:

- Business Travel Accident Insurance (BTAI)
- Employee Assistance Program (EAP)
- Paid Time Off (PTO)
- 401(k)
  - Pre-tax automatic enrollment deductions begin approximately 60 days after start date

Effective the 1st day of the month following completion of a 45-day waiting period:

- Medical w/ Basic Vision, Zero, Regenexx, Teladoc
- Dental
- Supplemental Voluntary Vision
- Flexible Spending Accounts
- ThrivePass Health and Wellness Reimbursement Plan
- Group Auto & Home
- Identity Theft
- Critical Illness
- Accident Care
- Hospital Indemnity
- Group Legal
- Trustmark Universal Life Events
- Pet Insurance

Effective the day after completing 60 days of service or one year of service (depending on FLSA exemption status):

- Short Term Disability (Salary Continuation)

Effective the day after completing 90 days of service:

- Long Term Disability (LTD) Insurance
- Group Life & Accidental Death & Dismemberment (AD&D) Insurance
- Voluntary Employee Life Insurance
- Voluntary Spouse Life Insurance
- Voluntary Child Life Insurance
- Voluntary Employee Accidental Death & Dismemberment (AD&D) Insurance



## QUALIFYING LIFE EVENTS

If you have a qualifying life event, you can make certain benefit changes within 30 days of the event. If you do not submit your elections within 30 days following the event, your next opportunity to make changes will occur during the plan's open enrollment period. Validity of qualifying life event will be required. Examples of qualifying life events include:

- Marriage or divorce
- Addition or loss of a dependent
- Change in eligibility for other insurance

## TERMINATION OF BENEFITS

Coverage of all benefits will end on your last day of employment with the company.

If covered, dependent children's eligibility will end the last day of the month as follows:

- Medical with basic vision, dental, voluntary vision plans, critical illness plan, accident plan, hospital indemnity plan, identity theft and voluntary child life: last day of the month in which dependent reaches the age of 26
- FSA dependent childcare: last day of the month in which dependent reaches the age of 13

You will have the opportunity to continue some benefits (medical with basic vision, dental, voluntary vision, and flexible spending accounts) through COBRA for up to 18 months in most cases. The company's COBRA administrator will send a notice to your home shortly after your coverage ends. You will have 60 days to elect and send in your payment. Keep in mind that under COBRA, you pay the full cost of coverage, plus a 2% administration fee on a monthly basis. If you miss a payment, your coverage could end.



## MEDICAL WITH BASIC VISION PLAN

The company offers medical coverage (including prescription drug, basic vision, and hearing) through a self-funded plan. The plan is administered by Personify Health (formerly Healthcomp) who coordinates your care with the Cigna PPO Network and CVS Caremark (pharmacy manager).

CIGNA PPO		
Plan Effective Date: 1/1/2026-12/31/2026		
MEDICAL PLAN		
	PPO Provider	Non-PPO Provider
Calendar Year Deductible	\$400 Individual \$800 Family with 2 members \$1,200 Family with 3 or more members (aggregate)	
Employee Coinsurance Plan pays/You pay	80%/20%	70%/30%
Calendar Year Out-of-Pocket Max	\$2,500 Individual \$5,000 Family with 2 members \$7,500 Family with 3 or more members (aggregate)	
Level 1 - Physician Services	80% After Deductible	70% After Deductible
Regenexx	80% After Deductible	Not covered
Routine Preventive Care	100% No Deductible	70% After Deductible
Level 2 - Inpatient Hospital and Outpatient Surgery	80% After Deductible	70% After Deductible
Emergency Room/Care (Physician)	80% After Deductible	
Emergency Room/Care	\$150 Copay + Deductible + Coinsurance	
Mental Health (Thriveworks (page 22) & Cigna Network)	80% After Deductible	
VISION CARE		
Vision Exam Lenses (Single/Bifocal/Trifocal) <u>or</u> Contact Lenses Frames Safety Glasses (employee only)	No Designated Network Covered 100% Covered 100% Covered up to \$175 Covered up to \$175 (every 2 years) Covered 100% (every 2 years)	
HEARING CARE		
Every 5 Years for Adult Every 2 Years for Child	80% to a Maximum Benefit of \$1,250 (per ear), No Deductible	70% to a Maximum Benefit of \$1,250 (per ear), No Deductible
PRESCRIPTION DRUGS		
Generic Brand/Formulary Brand/Non-Formulary Brand	80% After Deductible (retail)	80% After Deductible (retail)
Specialty (30 Day Supply)	80% After Deductible	80% After Deductible
Mail Order (90 Day Supply) (Generic/Formulary Brand/Non-Formulary Brand)	\$10/\$20/\$35 Copays	
Please Note: Rx Limits - Generic is mandatory. Formulary, Non-Formulary, and Specialty drugs are only covered at the amounts indicated if there is no generic equivalent available.		
PREMIUM CONTRIBUTION	PER PAY CHECK	
Employee Only	\$15.00	
Employee + Spouse		
Employee + Child(ren)		
Family		



## Zero

If you and your dependents are enrolled in the MYR Group medical plan, you automatically have the ability to utilize **Zero**. With **Zero** you have access to a wide array of services such as: labs, imaging, surgeries, physical therapy, and more for \$0. **Zero** is a voluntary program and completely optional to you at the time of service. MYR Group is willing to pay the entire bill when you use Zero. The goal is to save on the overall spend and help you save on your out-of-pocket expenses.

- **Step 1:** Connect with your Personal Health Assistant to see if the service or procedure you need is covered: **855-816-0001** or [help@zero.health.com](mailto:help@zero.health.com)
- **Step 2:** Zero will help you find the healthcare provider that works best for you and take care of all the details
- **Step 3:** You save your hard-earned cash and **get the care you need for Zero**

## REGENEXX

We are pleased to offer **Regenexx** in our benefits program as an ALTERNATIVE to orthopedic surgery. **Regenexx** uses out-patient injections of cellular medicine from your own body to treat and, in many cases, fully eliminate the need for orthopedic surgery. If you have an orthopedic injury (e.g. joints, tendons, cartilage...) that a doctor has told you will likely need surgery, Regenexx may be a great alternative.

To find out if you could be a candidate call **866-924-3724** or for a patient information packet visit [www.regenexxbenefits.com/myrgroup](http://www.regenexxbenefits.com/myrgroup).

## TELADOC THROUGH MY BENEFITS WORK

Teladoc is a program within the medical plan that gives members access to U.S. board-certified doctors and pediatricians 24 hours a day, 7 days a week, 365 days a year. Teladoc allows you to resolve many of your medical issues anytime—day or night, at home, at work, or on vacation through the convenience of phone and online video consultations with no consult fee or copay. Teladoc physicians aim to diagnose your illness and, if appropriate, prescribe short-term medication. The prescription can be called in to the member's pharmacy of choice.

**Before you can utilize benefits, members will need to register for an account through the My Benefits Work website or app. Benefits are available through this website and NOT directly through Teladoc's website. You must be enrolled in medical to utilize Teladoc.**

Once registered, utilize services provided by Teladoc via phone number 855-847-3627 or website, [mybenefitswork.com](http://mybenefitswork.com)



# DENTAL PLAN

Staying healthy includes obtaining quality dental care for you and your family. The company-provided dental plan allows you to use an extensive network of providers and offers flexibility based upon where you choose to access care. You are covered at the highest level if you select dental care within the PPO network.

DELTA DENTAL OF ILLINOIS			
Plan Effective Date: 1/1/2026-12/31/2026			
DENTAL PLAN			
Dental Network	PPO	Premier	Out-of-Network
Calendar Year Deductible	\$100/person for Basic/Major only		
Calendar Year Maximum	\$2,000/person		
Preventive Care No Deductible	80% of Reduced Fee	80% of MPA	
Basic Services	80% of Reduced Fee	80% of MPA	
Major Services	80% of Reduced Fee	80% of MPA	
Orthodontic Treatment No Deductible For dependent children to age 26	80% of Reduced Fee Subject to Lifetime Maximum	80% of Dentist’s Usual Fee Subject to Lifetime Maximum	
Orthodontic Maximum	\$2,000 Lifetime		
	You will not be “balance billed” for charges exceeding Delta Dental’s allowed PPO fee	You will not be “balance billed” for charges exceeding Delta Dental’s Maximum Plan Allowance (MPA)	You are responsible for charges exceeding Delta Dental’s Maximum Plan Allowance (MPA)
PREMIUM CONTRIBUTION	\$0.00		





# SUPPLEMENTAL VOLUNTARY VISION PLAN

This plan offers supplemental benefits to the basic vision coverage provided under the medical plan. The voluntary vision plan utilizes the **Insight Network** through EyeMed. You will enjoy significant savings when you use an in-network vision provider.

EYEMED		
Plan Effective Date: 1/1/2026-12/31/2026		
SUPPLEMENTAL VISION PLAN		
	In-Network	Out-of-Network
Exams/Lenses/Frames	12/12/24 Months	
Eye Exam	\$10 Copay	Up to \$40
Lenses		
Single Vision	\$25 Copay, then covered 100%	Up to \$30
Lined Bifocal	\$25 Copay, then covered 100%	Up to \$50
Lined Trifocal	\$25 Copay, then covered 100%	Up to \$70
Lenticular	\$25 Copay, then covered 100%	Up to \$70
Standard Progressive Lenses	\$90 Copay, then covered 100%	Up to \$50
Frames	\$150 allowance;	Up to \$105
Retail Frame Allowance	20% off amount over \$150	
Elective Contact Lenses		
Every 12 months, in lieu of glasses	6 Boxes	Up to \$150
Conventional	\$150 allowance; 15% off balance over	Up to \$150
Disposable	\$150 allowance; plus balance over	Up to \$210
Medically Necessary	100%	
PREMIUM CONTRIBUTION	PER PAY CHECK	
Employee Only	\$1.54	
Employee + 1	\$2.93	
Employee + Family	\$4.29	



## FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Accounts (FSA's) allow employees to set aside pre-tax money to pay for eligible out-of-pocket expenses for healthcare and/or dependent childcare. Because the money put into these accounts is not considered taxable, employees save by paying less Federal, State, and FICA taxes. Depending on personal circumstances, these plans can mean a significant tax savings. Take note if you have a domestic partner, IRS rules do not recognize expenses for domestic partners as reimbursable under these accounts.

### HEALTHCARE FSA

Contribute up to the IRS maximum amount per household (per calendar year) for reimbursement of health-related expenses you may need to pay out-of-pocket. Expenses can be incurred from **January 1, 2026**, to **March 15, 2027**, as long as you are an active participant in the plan. You have access to your full plan year Healthcare FSA election immediately.

Claims for the 2026 plan year must be submitted for reimbursement by **May 31, 2027**, otherwise the funds will be forfeited.

Members can submit claims at [hconline.healthcomp.com](https://hconline.healthcomp.com), fax to 855-898-2719, or email to [personifyhealth\\_receipts@alegeus.com](mailto:personifyhealth_receipts@alegeus.com)

All reimbursements must be set up with direct deposit through Personify Health (formerly Healthcomp).

### EXAMPLES OF ELIGIBLE EXPENSES

- Copays, coinsurance, and deductibles
- Dental and orthodontia expenses
- Contact lenses, eyeglasses, vision surgery
- Hearing aids
- Chiropractic care
- Over-the-counter medications, with a prescription

You can find a complete list of eligible expenses at: <https://fsafeds.com/support/eligibleexpenses>.





## DEPENDENT CHILDCARE FSA

Contribute up to the IRS maximum amount per household (per calendar year) towards out-of-pocket dependent childcare expenses for children under age 13 and disabled dependents of any age. Expenses can be incurred from **January 1, 2026**, to **December 31, 2026**, as long as you are an active participant in the plan. Dependent childcare expenses are only reimbursable up to what has been deducted from your payroll and deposited to your account.

Claims for the 2026 plan year must be submitted for reimbursement by **March 31, 2027**, otherwise the funds will be forfeited. Members can submit claims online at [hconline.healthcomp.com](https://hconline.healthcomp.com), fax to 1-855-898-2719, or e-mail to [personifyhealth\\_receipts@alegeus.com](mailto:personifyhealth_receipts@alegeus.com).

All reimbursements must be set up with direct deposit through Personify Health (formerly Healthcomp).

### EXAMPLES OF ELIGIBLE EXPENSES

- Licensed day care centers for children and disabled dependents\*
- Costs for family or adult day care facilities\*
- Babysitters outside or inside your home while you are working\*
- Day camp expenses\*

\*Must provide SSN or Tax ID #

You can find a complete list of eligible expenses at: <https://fsafeds.com/support/eligibleexpenses>

## LIMITED PURPOSE HEALTHCARE FSA

If your spouse contributes to a Health Savings Account (HSA), you have the option of electing a Limited Purpose Healthcare FSA. Under the Limited Purpose Healthcare FSA, you can be reimbursed for out-of-pocket dental and vision expenses you may need to pay out-of-pocket. Expenses can be incurred from **January 1, 2026**, to **March 15, 2027**.

Claims for the 2026 plan year must be submitted for reimbursement by **May 31, 2027**, otherwise the funds will be forfeited. Members can submit claims online at [hconline.healthcomp.com](https://hconline.healthcomp.com), fax to 1-855-898-2719, or e-mail to [personifyhealth\\_receipts@alegeus.com](mailto:personifyhealth_receipts@alegeus.com).





## THRIVEPASS

The program provides up to \$1,200 of spending money that is funded by MYR Group. Browse the various digital spending categories and choose what is most meaningful to you. Categories range from: fitness, emotional health, financial guidance, nutritional health, charitable giving, entertainment, grocery delivery, meal service subscriptions, and more! **You choose** how to spend your Thrive Account dollars. Get started with your Thrive Account in minutes:

- Register Your Account: Employees will receive a registration e-mail from ThrivePass when eligible. To get started, follow the steps within the email. Once registered, you can access your Thrive Account at [app.thrivepass.com](https://app.thrivepass.com)
- For detailed information, please contact ThrivePass at 1-866-855-2844 or email [support@thrivepass.com](mailto:support@thrivepass.com)

## SALARY CONTINUATION (SHORT TERM DISABILITY)

The company will provide continuity of income to eligible employees who are disabled as a result of a non-occupational illness or accident. Occupational diseases and injuries are covered under the various states workers compensation laws. Salary continuation varies from 100% to 65% of a covered employee's weekly salary for up to 26 weeks; this is based upon years of continuous service and duration of the disability.

## LONG TERM DISABILITY INSURANCE

The company provides and pays for long term disability coverage through Voya for eligible employees in the case of total disability and after expiration of the company provided salary continuation benefit (i.e., short term disability). This policy covers 60% of the employee's base salary up to a monthly maximum of \$10k. Maximum benefit duration is subject to determination.

## GROUP LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

The company provides and pays for this coverage through Voya for eligible employees. The coverage limitation is 2 times the employee's annual base salary, rounded up to the nearest whole \$1k, up to a maximum benefit of \$400k for basic life and a maximum benefit of \$500k for basic AD&D.



## EMPLOYEE ASSISTANCE PROGRAM

When life presents challenges, you have an Employee Assistance Program (EAP) available to you 24 hours a day to provide expert support. The EAP, provided by Bree Health, provides confidential services and resources to you and your family to assist with life's unexpected events. You and your family including dependents have access at no cost.

- **ON THE PHONE:** Counselors are available 24/7, 365 days a year through a toll-free number for assessment and consultations. Initial telephone assessment of concerns, reference to resources and in-person providers when needed. Simply call 1-800-841-4504 and reference Company ID: 8958.
- **FACE-TO-FACE:** 6 counseling sessions per occurrence per year.
- **ONLINE:** The Bree Health interface is a comprehensive and interactive service available to provide trusted, expert information, resources, referrals, and answers to everyday questions at your convenience. Log on at [login.breehealth.com](https://login.breehealth.com).
- **CONFIDENTIALITY:** Use of these services is completely confidential. Your employer is not given personal information about who has used the service without written consent, except where required by law.

## BUSINESS TRAVEL ACCIDENT INSURANCE

Effective your first day of employment You are covered at 4 times your eligible annual base salary rounded up to the nearest whole \$1k (to \$1.5 million). This insurance provides a benefit payment in case of death and/or dismemberment that occurs while on company-related travel, helps a business traveler whose documents are lost or stolen, helps protect your credit, provides assistance in getting you home, assists with medical emergencies while traveling worldwide, and will cover medical evacuation and repatriation if you are injured during business travel.

## VOLUNTARY LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

You may elect, at your expense, voluntary life insurance coverage up to a maximum of 2 times your annual base salary (rounded up to the nearest whole \$10k) or voluntary AD&D insurance up to a maximum of 4 times annual base salary (rounded up to the nearest whole \$10k). In some cases this may be portable if you leave the company.

*The non-medical guarantee issue (GI) maximum is \$400k for voluntary life. Coverage above the GI must be approved by Voya. Maximum GI for voluntary AD&D is \$500k. The combined maximum for all coverage is \$1 million.*

## VOLUNTARY SPOUSE/CHILD LIFE INSURANCE

\$10k voluntary life insurance policies are also available for your spouse, domestic partner, and/or eligible dependent children. To enroll in this benefit you must be enrolled in voluntary life insurance for yourself.

## GROUP LEGAL PLAN\*

The company provides the opportunity for you to participate in a group legal plan to obtain various types of legal representation. You will receive professional legal advice when you need it with no deductibles, copays, claim forms, or usage limits when using a network attorney. This benefit is provided by MetLife Legal. Services include:

- Will and estate planning
- Elder care information
- Traffic ticket defense
- Credit and debt issues
- Home buying & refinancing
- Identity theft defense
- Power of Attorney

Create an account at [members.legalplans.com](https://members.legalplans.com) or call 1-800-821-6400 for assistance

\*The information provided is general information only and IS NOT an endorsement by MYR Group Inc. MYR Group Inc. does not accept and disclaims any responsibility or liability for actions taken resulting from use of any of this information. Further, MYR Group Inc. assumes no responsibility for any errors or omissions in this information.

## GROUP AUTO & HOME INSURANCE

With Farmer's GroupSelect Insurance benefit, you can obtain an individual policy for auto and/or homeowners or renters insurance at a discounted group rate. Simply go to [myautohome.farmers.com](https://myautohome.farmers.com) and type "MYR Group" in the Employer section or call 1-800-438-6381 for more information. During the application process you will need to use Group #100885.

## SPOT PET INSURANCE

Spot plans help ensure your pet is covered from head-to-tail for unexpected accidents, injuries, and illnesses. Visit any vet in the U.S, submit your claim online and get money back on your covered bills. Go to [spotpet.link/myr](https://spotpet.link/myr) to sign up!

## VOYA (ACCIDENT, CRITICAL ILLNESS & HOSPITAL INDEMNITY)

Voya offers voluntary insurance plans designed to help you when the unexpected happens. With Accident, Critical Illness, and Hospital Indemnity coverage, you'll receive cash benefits paid directly to you to help offset expenses that medical insurance may not cover.

### ACCIDENT PLAN

Voya's Accident Insurance provides financial protection in the event of an unexpected injury. The plan pays cash benefits directly to you, which can help cover expenses such as medical costs, transportation, or lost income. This added layer of coverage helps you stay financially secure while you focus on recovery. Each family member is eligible for an annual wellness reimbursement of \$50.

### CRITICAL ILLNESS PLAN

Voya's Critical Illness Insurance offers financial support if you are diagnosed with a covered serious health condition, such as cancer, heart attack, or stroke. The plan pays a lump-sum cash benefit directly to you, which can be used for any purpose—from medical expenses to household bills. It also includes a wellness reimbursement of \$75 if you have a qualifying wellness exam.

### HOSPITAL INDEMNITY PLAN (NEW FOR 2026)

Voya's Hospital Indemnity Insurance provides cash benefits if you are admitted to the hospital for a covered illness or injury. Payments are made directly to you and can be used to help cover costs such as deductibles, transportation, or everyday expenses.

## IDENTITY THEFT PROTECTION PLAN

- **Monitor More of What Matters:** IDShield will monitor your identity from every angle, not just your social security number, credit cards, and bank accounts. If any change in your status occurs, you receive an email update immediately.
- **Counsel When You Need It:** IDShield identity specialists are focused on protecting you. They are available 24 hours a day, every day, to provide you with a complete picture of identity theft, walk you through the steps you can take to protect yourself and answer any questions.
- **Restore Your Identity Completely:** If a compromise occurs, a Licensed Private Investigator will immediately begin working to restore your identity to exactly the way it was prior to the theft.

## TRUSTMARK UNIVERSAL LIFE EVENTS

### Financial Security After Loss

When a family loses someone survivors may suddenly be faced with costly expenses and debts. **Universal Life Events** can help by offering a higher death benefit during your working years when your responsibilities are the greatest. Universal Life Events can mean those left behind are still able to pursue their own dreams and help ensure that the ending of one story won't stop the beginning of another.

### Long Term Care

At any point in your life, you may need long-term care services, which could cost hundreds of dollars per day. **Universal Life Events** includes a long-term care benefit that can help pay for these services at any age. This benefit remains at the same level throughout your life, so the full amount is always available when you most need it. For more information on Universal Life Events Benefits call 1-800-918-8877 or visit online at [trustmarkvb.com](https://trustmarkvb.com)



## 401(k)

In any year, you may elect to defer up to 75% of your eligible earnings on a combined pre-tax and/or Roth basis (subject to IRS maximums). The company will match your contribution in the amount of 100% up to 6% of eligible compensation. Contribution limits are set each year by the IRS.

Accounts may be accessed at [empowermyretirement.com](https://empowermyretirement.com).

RETIREMENT PLAN	
Eligibility Requirements	<p>You may be eligible to participate in the Plan if you are a:</p> <ul style="list-style-type: none"><li>• Regular full-time employee of the company; or</li><li>• Regular part-time employee who has completed 1,000 hours of service during your first year of employment or during any calendar year commencing after your date of hire; or</li><li>• Prior plan participant who is rehired</li></ul>
Employee Contributions (Pre-tax or Roth)	<p>Up to 75% of eligible earnings</p> <p>If you do not make an election to opt-out within 30 days of your hire date, you will automatically be enrolled into the plan with a 3% pretax deferral.</p>
Catch-Up Contributions	<p>For those age 50 or older</p>
Contributions & Investments	<p>To enroll, change your contributions, and/or change your investments, go to <a href="https://empowermyretirement.com">empowermyretirement.com</a> or call Empower Retirement at 1-844-465-4455.</p>



## PAID TIME OFF (PTO)

The Company provides Paid Time Off (PTO) for eligible employees. PTO provides employees with the flexibility to use time off to meet their personal needs.

This policy applies to regular full-time exempt, non-exempt, and non-bargaining unit hourly employees, except as otherwise mandated by federal, state, or local regulations.

This policy does not apply to bargaining unit employees or non-bargaining unit hourly employees covered under any other Company policy statement regarding vacation or PTO.

Increases to PTO levels begin approximately one month following the employee's anniversary date or adjusted seniority date.

Pay in lieu of non-utilization of PTO time is not permitted.

Employees that separate from the Company (for any reason) will be paid any accrued and unused PTO on their final paycheck.

Accrued and unused PTO cannot be used to extend an employee's employment period. PTO taken and not yet accrued will be deducted from the employee's final paycheck.

MYR Group also provides time off for bereavement, jury/witness duty and voting. If you need additional time off to attend to various family matters, you may request PTO through your supervisor. **Please refer to the full PTO policy on the MYR HUB for full details.**

### Annualized Accrual Rates

Years of Service	PTO Days	PTO Hours (Weekly)	PTO Hours (Annually)	Maximum Balance at Any One Point in Time*
0-2	15	2.31	120	160
3	17	2.61	136	160
4	19	2.92	152	160
5-7	20	3.08	160	160
8-9	21	3.23	168*	160
10-11	22	3.38	176*	160
12-13	23	3.54	184*	160
14	24	3.69	192*	160
15+	25	3.85	200*	160

\*Maximum Balance

## HOLIDAYS

The company offers a total of 10 paid holidays per year. 2026 holidays include:

HOLIDAY	DATE OBSERVED
New Year's Day	Thursday, January 1st
Martin Luther King, Jr. Day	Monday, January 19th
Memorial Day	Monday, May 25th
Independence Day (Observed)	Friday, July 3rd
Labor Day	Monday, September 7th
Thanksgiving Day	Thursday, November 26th
Day after Thanksgiving	Friday, November 27th
Floating Holiday*	Thursday, December 24th
Christmas Day	Friday, December 25th
Cultural Celebration Day**	TBD By Employee

*\*Due to business conditions or local practices, the Business Unit Executive may designate a different day.*

*\*\*Use code 303-Cultural Holiday or 304-Job Cultural Holiday when submitting your time.*





## EDUCATION ASSISTANCE

The company recognizes that educational enhancement, through the completion of approved special subjects or course of study, is mutually beneficial to employees and to the company. Accordingly, financial assistance is provided if such programs are directly related to the employee's present position or probable future position as envisioned by management. Any regular (non-field hourly), full-time employee with 6 or more months of continuous service is eligible for participation, provided that the employee:

- Is on the active payroll at the beginning and end of the academic period
- Is a degree candidate at an accredited university or college and presents documentation of registration
- Is not taking courses on a non-credit basis

An employee who is not enrolled in a degree curriculum will receive assistance for only those courses which are approved by management.

The courses must be offered where participation is through attendance via in-person or on-line classes. Non-accredited institutions and certain technical societies which sponsor courses will be considered on an individual basis.

For pre-approved courses, an employee may be reimbursed up to 90% of eligible expenses for each class based upon the grade received.

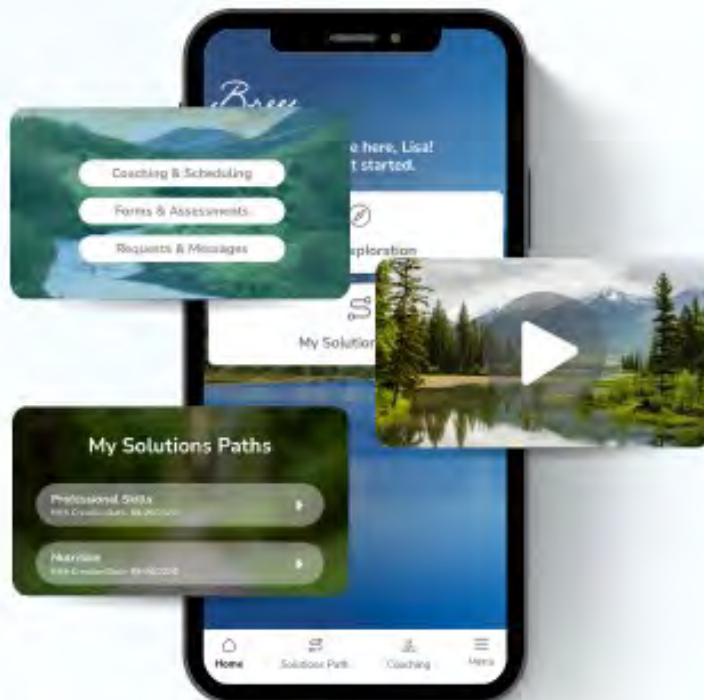
***Employees requesting tuition assistance must submit an application and receive all levels of approval prior to starting classes.***



## EFFORTLESS ACCESS TO EXPERT COACHING AND MENTAL HEALTH SUPPORT

### DISCOVER THE POWER OF THE BREE HEALTH APP

Take control of your mental health and well-being with the Bree Health App—your all-in-one solution for personalized, barrier-free access to essential support services. Whether you're managing stress, seeking mental health guidance, or navigating life's everyday challenges, our app is designed to make care effortless, accessible, and personalized to your needs.



### CONFIDENTIAL ASSISTANCE

We ensure that your information and identity is kept completely confidential – even from your employer. Exceptions occur only when members are at risk of harming themselves or others or when the welfare of a child is in question.

### BEGIN YOUR JOURNEY TO TOTAL WELL-BEING TODAY



**COMPANY ID: 8958**

Visit [login.breehealth.com](https://login.breehealth.com) or scan the QR code to download the app and take the first step toward a more balanced and fulfilling life.





## Compassionate Counseling and Psychiatry Services at Thriveworks

TO SCHEDULE, CALL (855) 762-0199 OR VISIT  
[THRIVEWORKS.COM/PARTNERS/MYR-GROUP/](https://thriveworks.com/partners/myr-group/)



We designed our practice around our clients' needs. Here are a few of our benefits:

- Get convenient online care by video
- Work with the top 4% of providers
- Attend evening and weekend sessions

### We're Proud to Partner with MYR Group

Our providers accept insurance and specialize in many different areas, enabling them to help a diverse population. Specialties include:

- Trauma and PTSD
- Anxiety and depression
- Relationship issues
- Stress and life transitions
- Anger management
- Sleep or insomnia
- Coping skills
- Mindfulness and meditation
- Grief and loss

## BOOK A SESSION

To schedule an appointment using your benefits, call (855) 762-0199 or scan the QR code below:



SCAN ME





# ABOUT MYR GROUP INC.



MYR Group Inc. (MYR Group) consists of long-established and successful electrical contractors with the expertise, resources, tools, equipment, and financial backing required for some of the United States and Canada's most challenging electrical infrastructure projects. With roots dating from 1891 and 8,500+ employees, MYR Group Inc. (MYR Group) subsidiaries provide large-scale electrical construction services.



## MYR GROUP CONSISTS OF THE FOLLOWING SUBSIDIARIES

- CSI Electrical Contractor, Inc. (CSI)
- E.S. Boulous Company (ESB)
- Great Southwestern Construction, Inc. (GSW)
- Harlan Electric Company (Harlan Electric)
- High Country Line Construction, Inc. (HCLC)
- Huen Electric, Inc. (Huen)
- The L.E. Myers Co. (L.E. Myers)
- MYR Energy Services, Inc. (MYRE)
- Powerline Plus Ltd. (Powerline Plus)
- Sturgeon Electric Company, Inc. (Sturgeon Electric)
- Sturgeon Electric California, LLC (Sturgeon California)
- Western Pacific Enterprises Ltd. (WPE)

## CULTURE

At MYR Group, we believe that every action and decision have an impact. Through our mission, vision, and values we have a firm foundation built on empowering our people, meeting our clients' needs, and continually striving for success.

### OUR MISSION

To provide superior specialty contracting services by creating mutually rewarding relationships in a safe, sustainable, inclusive, and inspiring environment.

### OUR VISION

Creating connections that empower people.

### OUR VALUES

The following values guide and inspire us, and help to shape our behavior and culture:

- Safety
- Respect
- Responsiveness
- Creativity
- Integrity
- Initiative
- Teamwork

We look forward to continuing our legacy of success with our most important asset – you!

## DIRECTORY

Medical Plan Claims Administrator Personify Health (formerly Healthcomp) <i>Group # M05</i>	1-800-442-7247	<a href="http://hconline.healthcomp.com">hconline.healthcomp.com</a>
PPO Network (Cigna)	1-800-442-7247	<a href="http://mycigna.com">mycigna.com</a>
Prescription Drug Plan (CVS Caremark/Rx Benefits)	1-800-334-8134	<a href="http://caremark.com">caremark.com</a>
Zero	1-855-816-0001	Chat: <a href="http://www.zero.health">www.zero.health</a> Email: <a href="mailto:help@zero.health">help@zero.health</a>
Regenexx	1-866-924-3726	<a href="http://www.regenexxbenefits.com/myrgroup">www.regenexxbenefits.com/myrgroup</a>
Supplemental Physician Services (Teladoc) <i>Group # HUB1002BU</i>	1-855-847-3627	<a href="http://mybenefitswork.com">mybenefitswork.com</a>
Flexible Spending Accounts Claims Administrator Personify Health (formerly Healthcomp)	1-800-442-7247	<a href="http://healthcomp.com">healthcomp.com</a>
ThrivePass—Health and Wellness Reimbursement Plan	1-866-855-2844	<a href="mailto:support@thrivepass.com">support@thrivepass.com</a>
Employee Assistance Program (Bree Health) <i>Company ID # 8958</i>	1-800-841-4504	<a href="http://login.breehealth.com">login.breehealth.com</a>
Thriveworks Mental Health	1-855-762-0199	<a href="http://thriveworks.com/partners/MYR-Group">thriveworks.com/partners/MYR-Group</a>
Dental Plan (Delta Dental of Illinois) <i>Group # 05549</i>	1-800-323-1743	<a href="http://deltadentalil.com">deltadentalil.com</a>
Supplemental Voluntary Vision Plan (EyeMed) <i>Group # 1008128</i>	1-866-800-5457	<a href="http://eyemed.com">eyemed.com</a>
Short Term Disability Plan Administrator (Voya) <i>Group # 74009-8</i>	1-800-955-7736	<a href="http://voya.com">voya.com</a>
Life & AD&D Insurance (Voya) <i>Group # 74009-8</i>	1-800-955-7736	<a href="http://voya.com">voya.com</a>
Long Term Disability Insurance (Voya) <i>Group # 74009-8</i>	1-800-955-7736	<a href="http://voya.com">voya.com</a>
Accident , Critical Illness and Hospital Indemnity (Voya) <i>Group # 74009-8</i>	1-877-236-7564	<a href="http://presents.voya.com/EBRC/MYRGroup">presents.voya.com/EBRC/MYRGroup</a>
Identity Theft Protection Plan (IDShield) <i>Group # 202928</i>	1-888-494-8519	<a href="http://idshield.com">idshield.com</a>
Trustmark— Universal Life Events <i>Client # 0717600000</i>	1-800-918-8877	<a href="http://trustmarkvb.com">trustmarkvb.com</a>
Group Legal Plan (Metlife Legal) <i>Group # 100885</i>	1-800-821-6400	<a href="http://members.legalplans.com">members.legalplans.com</a>
Group Auto & Home Plan (Farmers) <i>Group # 100885</i>	1-800-438-6381	<a href="http://myautohome.farmers.com">myautohome.farmers.com</a>
Pet Insurance <i>Spot—Code EB_MYR</i>	1-800-905-1595	<a href="http://spotpet.link/myr">spotpet.link/myr</a>
Business Travel Accident Insurance (CHUBB) <i>Group ID: aceah</i> <i>Activation Code: security</i>	1-800-243-6124	<a href="http://acetravelassistance.com">acetravelassistance.com</a>
401(k) Plan (Empower Retirement) <i>Plan # 150087-01</i>	1-844-465-4455	<a href="http://empowermyretirement.com">empowermyretirement.com</a>



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