

Mister® EMPLOYEE BENEFITS

Health Insurance (Medical, Dental, Vision, and Point Solutions)

Company-sponsored insurance including medical (PPO or High-Deductible plans), multiple dental plans, and vision. Hinge Health, Livongo, CirrusMD and Ginger are available at no cost to employees enrolled in a medical plan.

Who is eligible? Management, Regional, and HQ positions – 1st of the month after 30 days.
Store non-management positions – 1st of the month after 6 months and averaging 30 hours per week.

How do I enroll? Team members must enroll through Dayforce within 30 days of their eligibility date or must wait until annual open enrollment during May/June.

Paid Time Off (PTO)

Encourages team members to take paid time off from work to rest and handle personal matters.

Who is eligible? All team members from day 1 (see table below for additional details).

How to enroll? No action needed – PTO accrues automatically and can be tracked in Dayforce.

Tenure	Tier 1 Positions	Tier 2 Positions	Tier 3 Positions
	<ul style="list-style-type: none">• All hourly, non-management store employees• Part time/variable HQ employees	<ul style="list-style-type: none">• All store management positions• All regional support and maintenance positions• HQ non-exempt employees	<ul style="list-style-type: none">• Regional management• HQ exempt employees
0-12 months	Maximum annual hours: 40 1 hour PTO per 30 hours worked.	Maximum annual hours: 80 3.077 hours per pay period.	<p>For details, refer to the Open PTO Policy at: benefits.mistercarwash.com</p>
13-24 months	Maximum annual hours: 60 1 hour PTO per 30 hours worked.	Maximum annual hours: 120 4.615 hours per pay period.	
25-60 months	Maximum annual hours: 96 1 hour PTO per 30 hours worked.	Maximum annual hours: 120 4.615 hours per pay period.	
61+ months	Maximum annual hours: 128 1 hour PTO per 20 hours worked.	Maximum annual hours: 160 6.154 hours per pay period.	

To learn more about the benefits that can help support you and your family, please visit:

benefits.mistercarwash.com



PayActiv

Team members can advance up to half of what they've earned (\$500 max) each pay-period before payday for a flat fee of \$5.

Who is eligible? All team members from day 1.

How to enroll? Team members must enroll online or through the app and must connect a bank account or pay card.

401(k)

Long-term retirement savings with a company match.

Who is eligible? All team members 18 years of age or older with at least 6 months of service.

How to enroll? Once eligible, team members may enroll or change their elections at any time on our 401(k) provider's website.

Life/Short-Term Disability Insurance

Company-paid policies allowing for financial peace of mind in the event of injury, illness, or death.

Who is eligible? Management, Regional, and HQ positions – 1st of the month after 30 days. Store non-management positions – 1st of the month after 6 months and average 30 hours per week.

How to enroll? Enrollment is not required, but beneficiaries must be elected through the Dayforce benefits enrollment process.

SmartDollar

Personal finance education that teaches how to budget, eliminate debt, save, and invest.

Who is eligible? All team members from day 1.

How to enroll? Team members can enroll in the program online at any time.

Scholarships

Financial award that supports individuals who are passionate about learning and furthering their education. All Mister team members and their dependents who are U.S. citizens and 16 years of age or older.

Who is eligible? Team members must have at least 6 continuous months of service prior to applying and must be in good standing (i.e., not on severance or disciplinary suspension). Team members and their dependents may apply for a 2021 scholarship between June 14 through July 11. They must have obtained a high school diploma or GED prior to June 14 and must be pursuing a college degree or be enrolled in technical, vocational, or nursing school.

How to enroll? Apply online or by mail.

Employee Assistance Program (EAP)

A FREE confidential program to help assist with emotional support.

Who is eligible? All team members from day 1.

How to enroll? Call Lincoln GuidanceResources at [888-628-4824](tel:888-628-4824) or visit GuidanceResources.com
Username: LFGSupport Password: LFGSupport 1



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Mister Cares Foundation

The Mister Cares Foundation is a 501(c)3 charitable foundation established in 2020 in celebration of our people-first culture and in recognition of the associates who make our company successful. The Mister Cares Foundation strives to make a positive impact in the lives of our team members by providing financial assistance to those who have experienced a financial hardship due to unforeseen circumstances.

Who is eligible? All team members can contribute from day 1, applications for grants require 90 days of employment.

How to enroll? Submit application through Dayforce. For more information on how to apply, please visit benefits.mistercarwash.com/wp-content/uploads/2020/07/Mister-Cares-Foundation_How-to-Apply.pdf

Paid Parental Leave

Six weeks of Paid Parental Leave within the first 12 weeks after the birth or adoption of a child.

Who is eligible? All full-time Mister employees who have been employed by Mister for at least 12 continuous months and worked a minimum of 1,250 hours prior to the commencement of the requested leave.

How to enroll? Call Lincoln Financial at 1-877-321-1034 or visit mylincolnportal.com. First time user registration code: Mister

Life Events

Special enrollment opportunities that allow you to change your benefit elections outside of the open enrollment period.

Who is eligible? Benefit eligible employees with a qualifying Life Event of:

- Marriage or divorce
- Birth or adoption of a child
- Death of a dependent (spouse or child)
- Gained coverage elsewhere
- Loss of coverage elsewhere

How to enroll? Submit a Life Event Declaration form through Dayforce. The entire process needs to be completed 30 days from the event date. If it is not completed within the 30 days all changes will need to be completed the following Open Enrollment.

Leave of Absence (LOA)

Family Medical Leave Act – The Family and Medical Leave Act is legislation, guaranteeing employees job security while they take necessary time away from work. FMLA provides employees with the right to take time away from work to deal with medical issues for themselves or a family member for up to twelve (12) weeks.

Who is eligible? Team members who have been employed by Mister for at least 12 continuous months and worked a minimum of 1,250 hours prior to the commencement of the requested leave.

How to enroll? Call Lincoln Financial at 1-877-321-1034 or visit mylincolnportal.com. First time user registration code: Mister

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