

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 November/December.

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
0-12 months	<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
13-24 months	Maximum annual hours: 40 1 hour PTO per 30 hours worked.	Maximum annual hours: 80 3.077 hours per pay period.	<p>Scan the QR code below for details on our PTO Policy.</p> 
25-60 months	Maximum annual hours: 60 1 hour PTO per 30 hours worked.	Maximum annual hours: 120 4.615 hours per pay period.	
61+ months	Maximum annual hours: 96 1 hour PTO per 30 hours worked.	Maximum annual hours: 120 4.615 hours per pay period.	
	Maximum annual hours: 128 1 hour PTO per 20 hours worked.	Maximum annual hours: 160 6.154 hours per pay period.	



Scan the QR code to learn more about the benefits that can help support you and your family.



Dayforce Wallet

Team members can access their pay as their earned wages daily. With Dayforce Wallet, have pay deposited directly to your Dayforce prepaid Mastercard.

Who is eligible? All team members from day 1.

How to enroll? Team members must enroll online through the app.

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.

Employee Stock Purchase Plan

Team members can become owners in our company by purchasing stock at a discount. All contributions are through payroll deduction.

Who is eligible? All team members with at least 6 months of service.

How to enroll? Eligible team members can enroll during two open enrollment periods per year.



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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.

WellnessPATH

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.

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](https://www.GuidanceResources.com)
Username: LFGSupport Password: LFGSupport 1

Paid Parental Leave

Six weeks of Paid Parental Leave incrementally over a 12-month period 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](tel:1-877-321-1034) or visit mylincolnportal.com. First time user registration code: Mister

Bright Horizons

Bright Horizons provides eligible team members with up to five (5) employer-paid days of backup childcare per calendar year.

Who is eligible? Mister Car Wash employees (part time and full time) become eligible for backup childcare on the first day of the month following 30 days of employment.

Who is eligible? Register with Bright Horizons at clients.brighthorizons.com/mistercarwash or call 877-BH-CARES (242-2737).

Educational Assistance Program

Mister Car Wash is proud to support our team members' growth and development with reimbursement of up to \$1,000 per year for eligible education expenses, including:

- General Educational Development (GED) program
- English as a Second Language (ESL) program
- Trade certification program
- Associate's Bachelor's or graduate degree
- Professional certification
- Skills training

Who is eligible? All Mister employees who have been employed by Mister for 12 consecutive months at the time of application. Additional criteria apply - see the Benefits page in Mister Connect for details.

Who is eligible? Submit an Educational Assistance Request form through Dayforce.

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](tel:1-877-321-1034) or visit mylincolnportal.com. First time user registration code: Mister

