



Associate Benefits Package

At The Marcus Corporation, our Associates go above and beyond to “Make your ordinary day someone’s extraordinary day.™” We reward their efforts with a benefits package that offers the important benefits they need—but we also go beyond that. Our focus is on the overall physical and financial wellness of our Associates and their families, both now and in the future. Our Associates also enjoy discounts on the hotel, dining, leisure and recreation services The Marcus Corporation specializes in.

Benefits

Medical Plans

Marcus has carefully chosen medical plans that provide the medical benefits Associates and their families need. Each medical plan offering covers certain types of preventive care visits at 100%, so Associates pay nothing out-of-pocket for important tests, screenings and vaccinations that can help keep them healthy.

Dental Plan

Associates also have the option to purchase the Marcus dental plan, even without choosing medical coverage. The benefit level depends on the number of years enrolled in the plan. The dental plan features additional covered cleanings for those who have certain medical conditions which put them at high risk for dental problems.

Vision Plan

Associates who enroll in a Marcus medical plan automatically receive coverage for eye exams.

Even without choosing medical coverage, Associates may sign up for vision hardware coverage. This coverage assists with costs for glasses and contact lenses, and also includes a vision exam.

Life Insurance

Basic life insurance (equal to Associate’s annual base salary), plus an accidental death and dismemberment benefit, are provided by Marcus at no cost. Associates may also request supplemental life insurance for themselves, their spouse and dependents. Available coverage and guidelines vary.

Short-Term/Long-Term Disability

Marcus provides salaried Associates with short-term and long-term disability coverage at no cost, after one year of employment.

Domestic Partner Benefits

Marcus provides medical, dental, and vision coverage for qualifying domestic partners. This includes same-gender and opposite gender-domestic partners, inclusive of children of either partner, assuming certain criteria are met.

A Focus on Wellness

- Marcus offers free wellness screenings to medical-enrolled Associates and their medical-enrolled spouses/domestic partners. These screenings can be very important, because catching a problem early can prevent a much more serious condition in the future.
- Our Tobacco Cessation program is designed to help Associates kick the habit. Marcus will reimburse half the cost of tobacco cessation prescriptions, over-the-counter medications, and classes or programs designed to assist with tobacco cessation – up to \$250 for the year!

Saving Money

- By participating in the wellness screening process, Associates enjoy a discount on medical plan contributions.
- By being or becoming tobacco-free (according to Marcus guidelines), Associates receive an additional discount on medical plan contributions.
- Marcus also offers Flexible Spending Accounts, which can save Associates money by lowering their taxable income. These accounts can be used to pay for eligible medical, prescription drug, dental and vision expenses for Associates and their dependents.
- Qualifying medical plans also have the option of Health Reimbursement Accounts, which Marcus contributes money toward each year—reducing the amount Associates spend on qualified medical costs.

Planning for a Bright Future

The Marcus Corp 401(k) Retirement Savings Plan

The Marcus Corp 401(k) Retirement Savings Plan can provide you with a great way to save for retirement. You are eligible to begin pre-tax payroll deductions to the plan if you are at least 21 years of age and have completed 90 days of employment.

In addition to contributing to your 401k account through pre-tax payroll deductions, you may also become eligible for profit sharing and employer match contributions. To be eligible for these company contributions you must be at least age 21 and complete 12 months (with 1000 hours) of service.

Marcus Stock Purchase Plan

As an associate of The Marcus Corporation, you may have the opportunity to participate in our Dividend Reinvestment and Associate Stock Purchase Plan. This voluntary plan is intended to help you invest, if you desire, in the stock of The Marcus Corporation at a lower cost than you would normally incur on your own, as you will not have to pay brokerage commissions or service charges to buy shares. You are eligible for the plan if you are at least 21 years of age and have completed 90 days of employment.

Additional Benefits

Employee Assistance Program (EAP)

For Associates who are challenged by personal issues or just need someone to talk to, The Marcus Corporation offers the Aurora EAP program at no charge. This valuable program offers free, confidential guidance on a number of issues, including stress management, relationship conflicts, parenting issues, child or elder care concerns, credit or debt problems, grief and loss, depression and anxiety, personal crisis, alcohol and drug abuse, and others. The EAP is there to help.

Travel Assistance

Marcus provides Travel Assistance coverage at no cost to our Associates. This includes:

- Emergency travel arrangements
- Emergency translator/interpreter
- Missing baggage assistance
- And much more, available 24 hours a day!

Associates and their covered dependents can use this service on any trip more than 100 miles from their home.

Benefit Advocacy

Marcus provides free benefit advocacy services to Associates who have severe or ongoing illnesses that involve numerous or complicated claims.

Paid Vacation

Marcus knows that time off is important to the well-being of Associates and their families. Paid vacation time is provided as follows:

Salaried

Service Period	Vacation Days
6 months to 1 year	5
1 year through 4 years	10
5 years through 9 years	15
10 years through 19 years	20
20 and more years	25

Hourly Non-Union

Service Period	Vacation Days
1 year	5
2 years	10
12 years	15
20 years	20

Extraordinary Extras

We're in the business of creating memories, and we extend those services to our Associates and their families as well. Marcus Associates may be eligible to enjoy discounts on:

- Hotel rooms – Associate, friend, and family rates at all Marcus Hotels and Resorts. Associates at branded properties may enjoy additional discounts nationwide.
- Dining – Enjoy a 25% discount when dining in any of our outlets that offer table service.
- Wedding and banquet services – discounts starting at 10% on select services.
- Spa services – 25% discount available on all spa services on select days.
- Golf – 25% discount off retail rates based on tee time.
- Ski – 25% discount off lift tickets and rental equipment on select days.
- Movie tickets at Marcus Theatres.
- Various retail discount programs based on location.

Available discounts will vary by location and job type. Ask your Human Resources Department for details on discounts that are available to you.

This document does not constitute a guarantee of any coverage or benefit and does not replace summary plan descriptions, official documents about the benefit plans, or other special agreements. If there is a difference between this document and the official plan documents or policies, those documents will prevail.