



2026 BENEFITS AT A GLANCE

Here at Wilbur-Ellis, we're committed to providing you with a benefits package that supports a happy, healthy life. Our comprehensive benefits are designed with flexibility in mind to meet your needs and the needs of your family, while also nurturing the seeds of our Total Rewards philosophy. This guide is meant to give you an overview of the benefits available to you. For more details, please visit our benefits site at myWEBenefits.com.

WHAT IS OUR TOTAL REWARDS PHILOSOPHY?

We believe that **everyONE matters**, and we do our best to emphasize that every day, including through the benefits we offer. Our package contains a variety of great plans that promote these five seeds of wellbeing:

FINANCIAL	HEALTH	CULTURE	PURPOSE	CAREER
PAY REWARDS RETIREMENT	PHYSICAL MENTAL EMOTIONAL	RELATIONSHIPS RECOGNITION SAFETY	SOCIAL RESPONSIBILITY GIVING BACK DIVERSITY & INCLUSION	DEVELOPMENT CAREER PATHING EDUCATION
TODAY & TOMORROW	MIND & BODY	CONNECTION & SUPPORT	INCLUSION & COMMUNITY	LEARN & GROW

MEDICAL

We offer three great plans under the BSCA network of providers: HSA Yellow, HSA Black, and PPO. If you enroll in either HSA Yellow or HSA Black, you may be eligible to contribute to a Health Savings Account (HSA).

WILBUR-ELLIS HSA CONTRIBUTION: GET THE COMPANY CONTRIBUTION!

When you enroll in one of the HSA medical plans and open an HSA, Wilbur-Ellis automatically contributes FREE money to your account. Your HSA can be used to pay for current eligible medical, dental, and vision expenses or it can be saved for future use, even into retirement.



DENTAL

You have access to our Delta Dental PPO plan featuring both in-network and out-of-network coverage. The plan includes a low calendar-year deductible and fully covers diagnostic and preventive services, and orthodontia for children and adults.

VISION

Our VSP Vision plan offers comprehensive coverage for your vision care while also providing in-network and out-of-network benefits. While in-network, this plan provides:

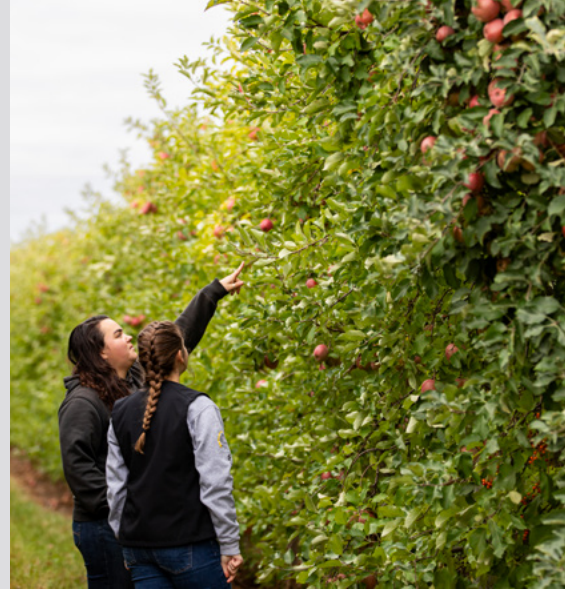
- A fully-covered eye exam every 12 months
- A generous allowance for frames and contact lenses
- Coverage for most lenses, with a \$20 copay
- Additional savings on extra frames, hearing aids, and more

WELLVOLUTION

Wellvolution is a digital wellness platform designed to help you develop and maintain a healthy lifestyle. Through this program, you can improve your quality of life and achieve health goals such as losing weight, reducing stress, quitting tobacco, and more. All employees enrolled in a Wilbur-Ellis medical plan are eligible.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Access free, confidential counseling for life events and challenges, with up to five sessions (in-person or virtual) per incident, per year. This program also offers financial and legal tools and consultations, as well as a self-help resource library.



\$ FLEXIBLE SPENDING ACCOUNTS (FSAs)

FSAs allow you to set aside pre-tax money to pay for eligible expenses. Funds must be used before the end of the plan year.

- **Health Care FSA:** Contribute up to \$3,400 per year to pay for eligible medical, dental, and vision expenses. (Available to PPO plan enrollees only.)
- **Limited Health Care FSA:** Set aside up to \$3,400 per year to pay for eligible dental and vision expenses only. (Available to HSA plan enrollees only.)
- **Dependent Care FSA:** Contribute up to \$7,500 per year to pay for eligible child and elder care expenses.

\$ 401(K) RETIREMENT PLAN

Build a financially secure future with the Wilbur-Ellis 401(k) Retirement Plan. You are eligible to enroll in the 401(k) plan after 30 days with Wilbur-Ellis. You will automatically receive a 4% company contribution, plus a 50% match on the first 6% you contribute.

\$ LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

- **Basic Life and AD&D:** We provide coverage equal to your base salary, to a maximum of \$500,000, at no cost to you.
- **Supplemental Life and AD&D:** You may purchase additional coverage at group rates for yourself, your spouse, and your children.

\$ DISABILITY COVERAGE

You are automatically enrolled in Short-Term Disability (STD) and Long-Term Disability (LTD) coverage. Wilbur-Ellis covers the cost of these benefits.

- **STD:** Pays 60% of your earnings, up to \$2,300 per week, for 180 days, after a 14-day waiting period.
- **LTD:** Pays 60% of your earnings, up to \$10,000 per month, after 180 days of prolonged disability.

\$ VOLUNTARY BENEFITS

We provide group rates for voluntary benefits to help you better secure your financial future.

- **Accident insurance** pays a benefit for unexpected accidents and injuries.
- **Critical Illness insurance** pays a benefit for the diagnosis of a critical illness, such as a heart attack or cancer.
- **Hospital Indemnity insurance** pays a cash benefit if you are admitted or confined to a hospital.
- **Pet insurance** provides coverage for up to three pets per policy, with no breed exclusions, no upper age limits and 24/7 access to live veterinary support.





ADDITIONAL PERKS

- **Tuition Assistance**

Receive up to \$5,250 per year for tuition and related expenses, when taking approved college courses or degree programs.

- **Paid Time Off (PTO)**

All employees are provided with paid time off to relax and recharge. If you're a salaried employee, our flexible vacation policy gives you the freedom to take time off when you need it to maintain a healthy work-life balance.

- **Family Building Support**

Wilbur-Ellis offers a \$15,000 lifetime reimbursement through Maven Maternity Services for eligible fertility, adoption, and surrogacy expenses. Maven also provides 24/7 virtual care for family planning, pregnancy, postpartum, returning to work, and (peri)menopause. In addition, you have access to Care Advocates, expert resources, and virtual appointments.

