

BENEFITS AT A GLANCE

At WinnCompanies we value our team members and make your health and wellbeing a priority. That's why we offer a full range of comprehensive and cost-effective benefits that address your current and future needs. Below is a summary of benefits available to you.

Medical

Each person's health care needs are different. That's why WinnCompanies offers multiple medical plan options, so that you can choose the coverage level best suited to your personal situation. WinnCompanies offers multiple plans through BCBS of MA and Kaiser depending on your location.

Dental & Vision

WinnCompanies offers two dental plan options through Blue Cross Blue Shield of MA and two vision plan options through VSP.

401(k) Plan

WinnCompanies offers two competitive 401(k) plan options through Fidelity. With a company auto enroll program at 4%, WinnCompanies will match 50% of your contribution up to 3% of your earnings.

Spending Accounts

Through Aptia365, WinnCompanies offers Health Care Flexible Spending Accounts, Dependent Care Flexible Spending Accounts, Limited Purpose Flexible Spending Account, Health Savings Accounts, and Commuter and Parking Spending Accounts.

Voluntary Short-Term Disability

An injury or illness that keeps you out of work can significantly impact your way of life. Disability insurance provides a source of income to help you maintain your household and living expenses if you are out of work due to a disability. WinnCompanies offers voluntary short-term disability coverage, paid by you through Lincoln Financial. **Coverage is 60% of your salary up to \$750 per week.**

Long Term Disability

When you are unable to work for an extended period of time due to disability, long term disability insurance can replace a percentage of your lost income. WinnCompanies provides long term disability coverage through Lincoln Financial at no cost to you. **Coverage is 50% of your salary up to \$12,000 per month.**

Basic Life Insurance

Life insurance protects your loved ones financially if something happens to you. WinnCompanies provides eligible team members with basic term life and accidental death and dismemberment coverage at no cost to you through Lincoln Financial, and enrollment is automatic.

Employee Assistance Program

Our EAP grants you and your family around-the-clock access to expert support at no cost to you. A licensed counselor can help you to answer questions of mental health struggles, workplace stress, family and parenting challenges, debt management, and many more.

Supplemental Life Insurance

WinnCompanies also gives you the option to purchase supplemental life insurance through Lincoln Financial to supplement the Company-paid life insurance benefit. This benefit is entirely employee paid.

Voluntary Benefits

WinnCompanies offers several employee paid benefits including critical illness, whole life, hospital indemnity, accident, legal, pet, auto and home insurance.

Health Club Reimbursement

WinnCompanies provides reimbursement of 50% of the cost of qualified health and fitness expenses up to \$500 per calendar year to team members who have completed one year of service.

Tuition Reimbursement

WinnCompanies provides reimbursement of 50% of qualified Educational Expenses up to \$2,500 per calendar year to team members who have completed one year of service.

Time Off

WinnCompanies offers a generous Sick and Accrued Time Off program which includes 12 Paid holidays (13 if you live in MA), and 8 hours of paid time to use for charitable and volunteer activities.

Wellbeing

Through our vendors we have a variety of free webinars, workshops, articles and other resources available to you surrounding your wellbeing. Each month we highlight different topics focused on your mental, physical and financial health.

Dayforce Wallet

Using Dayforce Wallet, you can access a portion of your earned pay before your next payday, with the remainder provided on payday. You also have the option to deposit your entire paycheck directly onto your Dayforce Wallet Mastercard.



For more information on our benefit offerings visit
www.winnbenefits.com. For Spanish translation, please
use <https://www.bing.com translator>

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12

Paid Holidays

\$500

**Fitness
Reimbursement**

\$2,500

**Education
Reimbursement**

Health & Welfare Benefits

WinnCompanies values the health and wellbeing of our team members and their families. That's why WinnCompanies shares the cost of annual health and welfare benefit premiums.



Retirement

Investing in your future is an important part of the present.

That's why WinnCompanies is here to help!

Winn's employer contribution is 100% vested after one year of employment!

50%

WinnCompanies matches
50% of your contributions
up to 3% of your annual
salary

4%

Company auto-enroll
program at 4% after 30
days

