



vinylmax
windows



2025 Employee Benefits- Vinylmax Ohio

Welcome To Your Employee Benefits Program

At Vinylmax Windows we recognize our ultimate success depends on our talented and dedicated workforce. We understand the contribution each employee makes to our accomplishments and so our goal is to provide a comprehensive program of competitive benefits to attract and retain the best employees available. Through our benefits programs we strive to support the needs of our employees and their dependents by providing a benefit package that is easy to understand, easy to access and affordable for all our employees. This brochure will help you choose the type of plan and level of coverage that is right for you.

You can also view overviews of our benefit plans by accessing our website, www.vinylmax.com/benefits.

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Eligibility

Eligible Employees:

You may enroll in the Vinylmax Windows Employee Benefits Program if you are a Full-Time employee, salary or hourly, working at least 30 Hours per Week.

Eligible Dependents:

If you are eligible for our benefits, then your dependents are too. In general, eligible dependents include your spouse, and children up to age 26. If your child is mentally or physically disabled, coverage may continue beyond age 26 once proof of the ongoing disability is provided. Children may include natural, adopted, stepchildren, and children obtained through court-appointed legal guardianship.

When Coverage Begins:

The effective date for your benefits is January 1, 2025. Newly hired employees and dependents will be effective in Vinylmax Windows's benefits programs 30 days from the date they are hired. All elections are in effect for the entire plan year and can only be changed during Open Enrollment unless you experience a family status event.

Family Status Change:

A change in family status is a change in your personal life that may impact your eligibility or dependent's eligibility for benefits. Examples of some family status changes include:

- Change of legal marital status (i.e., marriage, divorce, death of spouse, legal separation)
- Change in number of dependents (i.e., birth, adoption, death of dependent, ineligibility due to age)
- Change in employment or job status (spouse loses job, etc.)

If such a change occurs, you must make the changes to your benefits within 30 days of the event date. Documentation may be required to verify your change of status. Failure to request a change of status within 30 days of the event may result in your having to wait until the next open enrollment period to make your change. Please contact Human Resources to make these changes.

Note: Some states (currently, California, Massachusetts, New Jersey, Rhode Island, Washington D.C., and Vermont) may impose a tax on residents who do not have health insurance coverage, subject to limited exceptions.



Medical Options – What’s the difference?



Vinylmax Windows will continue to offer medical coverage through United Healthcare. The chart below is a brief outline of the plan. Please refer to the summary plan description for complete plan details. If you need help finding a provider, please visit www.uhc.com/find-a-doctor. In the table below, DN stands for Designated Network, and N stands for Network.

| | UnitedHealthcare Insurance Company HDHP HSA | | UnitedHealthcare Insurance Company PPO | |
|----------------------------------|--------------------------------------------------|-------------------------|--------------------------------------------------|---------------------------------------|
| | In-Network Benefits | Out-of-Network Benefits | In-Network Benefits | Out-of-Network Benefits |
| Annual Deductible | | | | |
| Individual | \$5,000 | \$10,000 | \$4,000 | \$10,000 |
| Family | \$10,000 | \$20,000 | \$8,000 | \$20,000 |
| Coinsurance | 80% | 50% | 70% | 50% |
| Maximum Out-of-Pocket* | | | | |
| Individual | \$6,750 | \$20,000 | \$7,900 | \$20,000 |
| Family | \$13,500 | \$40,000 | \$15,800 | \$40,000 |
| Physician Office Visit | | | | |
| Primary Care | DN: Deductible then 80% / N: Deductible then 60% | Deductible then 50% | \$40 copay per visit | Deductible then 50% |
| Specialty Care | DN: Deductible then 80% / N: Deductible then 60% | Deductible then 50% | DN: \$60 copay N: \$100 copay | Deductible then 50% |
| Preventive Care | | | | |
| Adult Periodic Exams | 100% | Deductible then 50% | 100% | Deductible then 50% |
| Well-Child Care | 100% | Deductible then 50% | 100% | Deductible then 50% |
| Diagnostic Services | | | | |
| X-ray and Lab Tests | Deductible then 80% | Deductible then 50% | DN: Deductible then 70% / N: Deductible then 50% | Deductible then 50% |
| Urgent Care Facility | Deductible then 80% | Deductible then 50% | \$75 copay | Deductible then 50% |
| Emergency Room Facility | Deductible then 80% | Deductible then 80% | \$300 copay then 70% after deductible | \$300 copay then 70% after deductible |
| Inpatient Facility | Deductible then 80% | Deductible then 50% | Deductible then 70% | Deductible then 50% |
| Outpatient Facility and Surgical | Deductible then 80% | Deductible then 50% | Deductible then 70% | Deductible then 50% |
| Mental Health | | | | |
| Inpatient | Deductible then 80% | Deductible then 50% | Deductible then 70% | Deductible then 50% |
| Outpatient | Deductible then 80% | Deductible then 50% | \$40 copay | Deductible then 50% |
| Substance Abuse | | | | |
| Inpatient | Deductible then 80% | Deductible then 50% | Deductible then 70% | Deductible then 50% |
| Outpatient | Deductible then 80% | Deductible then 50% | \$40 copay | Deductible then 50% |
| Other Services | | | | |





| | UnitedHealthcare Insurance Company HDHP HSA | | UnitedHealthcare Insurance Company PPO | |
|--------------------------------------------|------------------------------------------------|--------------------------------|-------------------------------------------|-------------------------|
| | In-Network Benefits | Out-of-Network Benefits | In-Network Benefits | Out-of-Network Benefits |
| Chiropractic | Deductible then 60%, 20 visits per year | Deductible then 50% | \$40 copay, 20 visits per year | Deductible then 50% |
| Retail Pharmacy (30 Day Supply) | | | | |
| Generic (Tier 1) | Deductible then \$5 copay | Deductible then \$5 copay | \$10 copay | \$10 copay |
| Preferred (Tier 2) | Deductible then \$40 copay | Deductible then \$40 copay | \$65 copay | \$65 copay |
| Non-Preferred (Tier 3) | Deductible then \$105 copay | Deductible then \$105 copay | \$125 copay | \$125 copay |
| Preferred Specialty (Tier 4) | Deductible then \$250 copay | Deductible then \$250 copay | \$250 copay | \$250 copay |
| Mail Order Pharmacy (90 Day Supply) | | | | |
| Generic (Tier 1) | Deductible then \$12.50 copay | Not covered | \$25 copay | Not covered |
| Preferred (Tier 2) | Deductible then \$100 copay | Not covered | \$162.50 copay | Not covered |
| Non-Preferred (Tier 3) | Deductible then \$262.50 copay | Not covered | \$312.50 copay | Not covered |
| Preferred Specialty (Tier 4) | Deductible then \$625 copay | Not covered | \$625 copay | Not covered |

| Employee Contributions (Weekly) | |
|-----------------------------------------------------------|----------|
| PPO Weekly Non-Tobacco Employee Contribution | |
| Employee | \$58.34 |
| Employee & Spouse | \$128.22 |
| Employee & Child(ren) | \$98.47 |
| Family | \$180.08 |
| PPO Weekly Tobacco Employee Contribution | |
| Employee | \$68.34 |
| Employee & Spouse | \$138.22 |
| Employee & Child(ren) | \$108.47 |
| Family | \$190.08 |
| HDHP HSA Weekly Non-Tobacco Employee Contribution. | |
| Employee | \$53.77 |
| Employee & Spouse | \$118.19 |
| Employee & Child(ren) | \$90.76 |
| Family | \$165.99 |
| HDHP HSA Weekly Tobacco Employee Contribution. | |
| Employee | \$63.77 |
| Employee & Spouse | \$128.19 |
| Employee & Child(ren) | \$100.76 |
| Family | \$175.99 |

***Please note: There is a \$20/week spousal surcharge.**

Additional Medical Plan Option

Vinylmax is continuing to offer an additional Minimum Essential Coverage “MEC” Plan. This is an option to offer low-cost coverage. This is separate from the current UHC major medical plan options. This is **not a major medical plan** but provides **minimum essential coverage** for everyday access to healthcare such as copays for office visits, urgent care, x-rays, free preventive care, free and unlimited Teladoc, free mental health services and pharmacy copays when in network. Hospital stays and surgeries are not covered. Not intended for those with chronic conditions.

| | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------|
| PREVENTIVE/WELLNESS BENEFITS* MEC benefits cover 100% of the cost of certain preventive health services, when delivered by a doctor or provider in your plan’s network. Visit www.HealthCare.gov/center/regulations/prevention.html for the most current listing of preventive benefits. | | MEC PLUS ADVANTAGE |
| | | Covered at 100% |
| TELADOC - TELEMEDICINE 24/7 (Multilingual)² |  | FREE (unlimited) |
| Clever Health - BEHAVIORAL HEALTH SERVICES (Multilingual)² |  | |
| PHCS - PPO NETWORK SERVICES² |  | |
| Primary Care Physician Visits | | \$20 Copay max 3 visits per plan year |
| Specialist Office Visits | | \$50 Copay max 3 visits per plan year |
| Urgent Care | | \$50 Copay max 3 visits per plan year |
| Diagnostic X-ray and Lab | | \$50 Copay in offices, max 5 services per plan year |
| CT Scan/MRI (outpatient only) | | \$200 Copay max 1 CT Scan or 1 MRI per plan year |
| Citizens Rx - PRESCRIPTION BENEFITS² |  | |
| Tier 1 - Low Cost | | \$1 Copay |
| Tier 2 - Generics | | 10% Coinsurance |
| Tier 3 - Preferred | | 20% Coinsurance |

| Employee Contributions (Weekly) | | |
|---------------------------------|-------------|---------|
| Mec Plan Option | Non-Tobacco | Tobacco |
| Employee | \$10.83 | \$20.83 |
| Employee & Spouse | \$21.88 | \$31.88 |
| Employee & Child(ren) | \$21.88 | \$31.88 |
| Family | \$32.37 | \$42.37 |

Note for Open Enrollment: For employees electing to stay with current enrollment it will be a passive open enrollment meaning you do not need to do anything, and Your elections will automatically roll over for 2025 open enrollment.



Get in on UHC Rewards

Good news—your health plan comes with a new way to earn up to \$300. UnitedHealthcare Rewards is included in your health plan at no additional cost.



There's so much good to get

With UHC Rewards, a variety of actions—including many things you may already be doing—lead to rewards. The activities you go for are up to you—same goes for ways to spend your earnings. Here are some ways you can earn:

Reach daily goals

- Track 5,000 steps or 15 active minutes each day, or double it for an even bigger reward
- Track 14 nights of sleep

Complete one-time reward activities

- Go paperless
- Get a biometric screening
- Take a health survey
- Connect a tracker

Personalize your experience by selecting activities that are right for you—and look for new ways of earning rewards to be added throughout the year.

Earn up to
\$300

United
Healthcare

continued

There are 2 ways to get started



On the UnitedHealthcare® app

- Scan this code to download the app
- Sign in or register
- Select the **Menu** tab and choose **UHC Rewards**
- Activate UHC Rewards and start earning
- Though not required, connect a tracker and get access to even more reward activities

On myuhc.com®

- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards
- Choose reward activities that inspire you—and start earning



Your health

Get in on an experience that's designed to help inspire healthier habits

Your goals

Personalize how you earn by choosing the activities that are right for you

Your rewards

Earn up to \$300 and use it however you want

Questions?

Call customer service at 1-866-230-2505

United
Healthcare



The Calm Health app provides programs and tools to help support your mental health and well-being – all at your own pace. As a UnitedHealthcare member, Calm Health is included in your health plan and available at no additional cost.

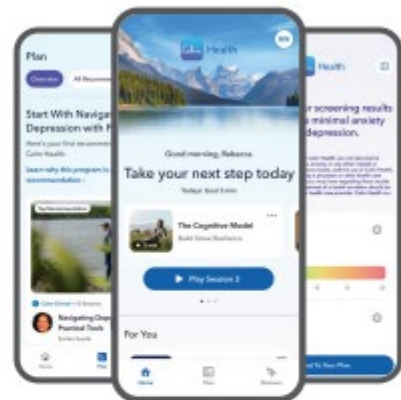
Resources to help support your mental health

To help tailor your Calm Health experience, you'll begin with a short mental health screening. Then, Calm Health will suggest certain programs for you to consider based on where you are in your well-being journey.

Tap into tools and support

The Calm Health app brings you a library of support – including mindfulness content and programs created by psychologists – for a variety of health experiences and life stages. This information is designed to help you:

- **Learn techniques to improve well-being** - Find tools, music and sounds to help you meditate, improve focus, move mindfully and feel calm
- **Work toward goals** - Join self-guided self-care programs, and track your progress along the way
- **Support your mind and body** - Access mental health information and support to help you strengthen the mind-body connection



Scan this code to get started

You'll first need to sign in to your account on myuhc.com® or the UnitedHealthcare® app. If you don't have an account, select Register to create one.

One Pass Select™

Rediscover your passion for health

With One Pass Select, we're on a mission to make fitness engaging for everyone. One Pass Select can help you reach your fitness goals, while finding new passions along the way. Find a routine that's right for you whether you work out at home or at the gym. Choose a membership tier that fits your lifestyle and provides everything you need for whole body health in one easy, affordable plan

You and your eligible family members (18+) can get started with One Pass Select when you activate UnitedHealthcare Rewards. Plus, you can use your earnings to help pay for your One Pass Select membership.



Find your fit with One Pass Select



At the gym

Choose from our large nationwide network of gym brands and local fitness studios. Use any gym in the network and create a routine just for you.



At home

Work out at home with live or on-demand online fitness classes. Try our workout builder to get routines created just for you, no matter what your fitness level and interests are.

\$29/Mo

Classic

12,000+ gym locations

\$64/Mo

Standard

14,000+ gym and premium locations

\$99/Mo

Premium

16,000+ gym and premium locations

\$144/Mo

Elite

19,000+ gym and premium locations

An enrollment fee may apply.

Or get started with a digital-only plan for \$10/Mo.

To get started:

1. Scan this code to download the **UnitedHealthcare® app**
2. Sign in or register
3. Select **UHC Rewards**
4. Select **Redeem rewards** to access One Pass Select



Biometric Screening



Get a biometric screening and earn with UHC Rewards

A biometric screening measures numbers related to blood pressure, glucose, cholesterol, weight and more. The results may help identify current health issues—and reduce risk of future ones by helping focus your efforts for a healthier you. Now with UnitedHealthcare Rewards, you can earn rewards for completing a biometric screening. Here's how.



Ready, set, schedule

- Sign in on the **UnitedHealthcare® app**
- Select **UHC Rewards**
- Scroll to **Available activities** and select **See all**
- Select **Biometric screening** and then **Get started**
- You'll arrive at the diagnostic vendor's site, where you can follow the prompts to finish your registration and choose how you want to complete your screening



Choose the screening method that works for you

Lab

Schedule online at one of the 2,200+ locations.

At-home screening

Order the self-administered test and have it delivered directly to your home.

Physician results form

Complete your screening with your provider or at a local clinic. Then, fax or upload the form.

United
Healthcare



With UnitedHealthcare Rewards, you can earn up to \$300 for reaching program goals and completing one-time reward activities. And there's more good to get: Earn It Off is a payment option where you can get an Apple Watch for a low—or \$0—upfront cost and pay the remaining cost with the rewards you earn over 12 months.

How Earn It Off works

To get in on Earn It Off, go to **UHC Rewards** in the **UnitedHealthcare® app** and select **Redeem rewards**. Then you'll be ready to:

- 1 Get an Apple Watch**
Choose your Apple Watch and pay a low—or \$0—cost today
- 2 Earn rewards**
Every dollar you earn with UHC Rewards, including any already in your account, is put toward your Earn It Off total
- 3 Pay off your balance**
Pay off the cost of your Apple Watch over 12 months



APPLE WATCH SERIES 8 **APPLE WATCH** ULTRA **APPLE WATCH** SE

Answers to frequently asked questions

What is the maximum amount I can pay off through Earn It Off?

The maximum amount you can pay off through Earn It Off is \$300. If the Apple Watch you choose is more than this amount, you may need to pay the difference at checkout.

How is my monthly payment calculated?

Your Earn It Off monthly payment is calculated by dividing your Earn It Off total by 12. Your Earn It Off total is the sum of the Apple Watch, taxes and shipping, minus any current available rewards and any credit card payment you make at checkout.

When are my Earn It Off monthly payments due?

Your payments are due monthly, starting 1 month after your purchase date. For example, if you purchase an Apple Watch on the first of the month, you'll be charged on the first of every month for 12 months. If your purchase is made on the 31st of a month, your monthly payment will always be due on the last day of the month.

When will my credit card be charged?

If your monthly earned rewards do not meet your monthly Earn It Off payment, the difference will be charged to your credit card. For example, if your monthly payment is \$10 and you only earn \$6 in rewards, your card will be charged \$4. Additionally, if you are no longer eligible for UHC Rewards or no longer have a UnitedHealthcare health plan, your credit card will be charged your monthly payment each month until you've finished paying off your Apple Watch. You will not be charged the entire balance in 1 payment.

How do I earn rewards?

You can earn rewards by completing reward activities, such as meeting the program's daily step or exercise goals, tracking your sleep, completing a health survey and more. You can view all available activities on the UHC Rewards homepage.

Get access to even more reward activities

Connect your Apple Watch to your UHC Rewards account to unlock more ways to earn.

Learn more and get your Apple Watch

Open **UHC Rewards** in the **UnitedHealthcare app** and select **Redeem rewards**

Health Savings Account

A Health Savings Account (HSA) is a type of account you can use to set aside money to pay for qualified health care expenses. You generally don't have to pay taxes on money contributed to or withdrawn from an HSA, if the money is spent on a qualified health care expense. When you are enrolled in a Qualified High Deductible Health Plan (QHDHP) and meet the eligibility requirements, you may open and contribute to an HSA account.

Are you eligible to open a Health Savings Account?

Although everyone can enroll in the Qualified High Deductible Health Plan, not everyone is eligible to open and contribute to an HSA. If you do not meet these requirements, you cannot open an HSA.

- You must be enrolled in a Qualified High Deductible Health Plan (QHDHP)
- You must not be covered by another non-QHDHP health plan, such as a spouse's PPO plan.
- You are not enrolled in Medicare.
- You are not in the TRICARE or TRICARE for Life military benefits program.
- You have not received Veterans Administration (VA) benefits within the past three months.
- You are not claimed as a dependent on another person's tax return.
- You are not covered by a traditional health care flexible spending account (FSA). This includes your spouse's FSA (Enrollment in a limited purpose health care FSA is allowed)

The money in the account is yours. If you don't spend the money in the account, it rolls over to the next year. There is no limit to how much money may be rolled over.

| Vinylmax Annual HSA Contributions | |
|-----------------------------------|---------|
| Enrollment Contribution | Amount |
| Employee Only | \$600 |
| Employee & Spouse | \$1,000 |
| Employee & Child(ren) | \$1,000 |
| Family | \$1,000 |

How You Can Use HSA Funds:

- Dental Care
- Medical expenses not covered by your plan.
- Vision Care
- Prescription Drugs
- Orthodontics
- Over-the-Counter medicine
- Physical Therapy

2025 HSA Contribution Limits

You can contribute to your Health Savings Account on a pre-tax basis through payroll deductions up to the IRS statutory maximums. The IRS has established the following HSA maximum contributions for 2025:

- Individual: \$4,300
- Family: \$8,550

If you are age 55 and over, you may contribute an extra \$1,000 catch up contributions.





Managing Your HSA is Easy

PNC BeneFit Plus can make all aspects of managing your account easy with the following features:

Easy to open

You will receive a welcome email notification and/or letter with instructions on a few simple steps to activate your account.

Easy to contribute

You can contribute via payroll deduction and make scheduled or one-time contributions from your personal bank account, or make check contributions through the U.S. mail. Contributions made outside of your payroll deductions are eligible for tax deductions on your tax return.²

Easy to access

PNC offers several ways to help you manage your account(s):

- Access your account online — View your account balance and transaction history for your HSA via the PNC BeneFit Plus Consumer Portal and enjoy a robust set of notifications, including several text messaging options.
- Manage your account while on the go with the PNC BeneFit Plus Mobile App.⁵
- Call Customer Service — Toll-free account owner customer service is available with PNC BeneFit Plus Consumer Services at 1-844-356-9993 from 8 a.m. – 8 p.m. ET Monday–Friday, excluding holidays, or via email at pncbenefitplus@healthaccountservices.com
- View statements — Monthly statements reflect both your Current Period and Year-to-Date balance and transaction information.

Easy to make payments

Pay for qualified medical expenses in the way that's easiest for you:

- Present your PNC BeneFit Plus debit card at the point of sale.
- Use the PNC BeneFit Plus Consumer Portal to make an online transfer from your HSA to a personal bank account to reimburse yourself electronically.
- Online BillPay — Pay a healthcare provider directly online.

Download the **PNC BeneFit Plus Mobile App** today



Download the **PNC BeneFit Plus Mobile App** today

1. Go to the App Store® or Google Play™
2. Search for "PNC BeneFit Plus"
3. Download the PNC BeneFit Plus Mobile App



Mobile Capabilities

The PNC BeneFit Plus Mobile App allows you to:⁵

- Check balance information and view transaction details.
- Request HSA distributions and make HSA contributions.
- Utilize the "Expense Tracker" tool to upload receipts for record keeping.
- Email customer service directly with questions.



Dental Insurance

Vinylmax Windows will continue to offer a dental program. The chart below is a brief outline of the plan. Please refer to the summary plan description for complete plan details. To find a dentist, please visit this [website](#) and login or register to connect to the Lincoln Provider Portal.

| | Lincoln Financial Group Dental | |
|------------------------------------------------------|-----------------------------------|----------------------------------|
| | In-Network Benefits | Out-of-Network Benefits |
| Annual Deductible | | |
| Individual | \$50 | \$50 |
| Family | \$150 | \$150 |
| Waived for Preventive Care? | Yes | Yes |
| Annual Maximum | | |
| Per Person / Family | \$1,500 | \$1,500 |
| Preventive | 100% | 100% |
| Basic | 80% after deductible | 80% after deductible |
| Major | 50% after deductible | 50% after deductible |
| Orthodontia | | |
| Benefit Percentage | 50% | 50% |
| Adults (and Covered Full-Time Students, if Eligible) | Children only | Children only |
| Dependent Child(ren) | Covered | Covered |
| Lifetime Maximum | \$1,500 | \$1,500 |
| Benefit Waiting Periods | First of the month after 30 days | First of the month after 30 days |

| Employee Contributions (Weekly) | |
|---------------------------------|--------|
| Dental Plan | |
| Employee | \$3.19 |
| Employee & Dependents | \$7.83 |



Vision Insurance



Vinylmax Windows provides Vision Insurance through EyeMed. Our vision plan offers in and out-of-network benefits, however, to receive the highest level of benefits, please see an in-network provider. Below is a summary of your benefits. For more information, refer to the summary plan description. To find an eye-doctor, go to eyemed.com.

| EyeMed Vision Care Vision Plan | |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Copay | |
| Routine Exams (Annual) | \$10 copay |
| Vision Materials | |
| Materials Copay | \$25 copay |
| Lenses | Benefit varies by type of lens. Covered every 12 months |
| Contacts Covered in lieu of frames. Medically necessary contacts may be covered at a higher benefit level | Elective contacts covered \$0 copay, \$130 allowance, 15% off balance over \$130 every 12 months |
| Frames | Covered at \$0 copay, \$130 allowance, 20% of charge over \$130 every 24 months |

| Employee Contributions (Weekly) | |
|---------------------------------|--------|
| Vision Plan | |
| Employee | \$1.49 |
| Employee & Spouse | \$2.83 |
| Employee & Child(ren) | \$2.98 |
| Family | \$4.38 |



Life and AD&D

Vinylmax Windows provides Employer paid Basic Life and AD&D benefits to eligible employees. The Life insurance benefit will be paid to your designated beneficiary in the event of death while covered under the plan. The AD&D benefit will be paid in the event of a loss of life or limb by accident while covered under the plan.

| Lincoln Financial Group Group Life ADD | |
|-------------------------------------------|----------|
| Employee | |
| Benefit Maximum | \$25,000 |
| Guaranteed Issue | \$25,000 |

The Life and AD&D benefits will begin to decrease at age 65.

Important Reminder!

Be sure to assign a beneficiary or living trust to ensure your assets are distributed according to

Voluntary Life AD&D Offering

In addition to the employer paid Basic Life and AD&D coverage, you have the option to purchase additional voluntary life insurance to cover any gaps in your existing coverage that may be a result of age reduction schedules, cost of living, existing financial obligations, etc. Your election, however, could be subject to medical questions and evidence of insurability. For cost details, please see your summary plan description.

Voluntary Life and AD&D Insurance

You may purchase additional Life insurance with Lincoln Financial Group if you want more coverage. Your contributions will depend on your age and the amount of coverage you elect.

| Lincoln Financial Group Group voluntary Life ADD | |
|-----------------------------------------------------|----------------------------------------------------------------------|
| Employee | |
| Benefit amount | Increments of \$10,000 |
| Benefit Maximum | \$500,000 |
| Guaranteed Issue | \$200,000 |
| Spouse | |
| Benefit amount | Increments of \$5,000 |
| Benefit Maximum | \$100,000 |
| Guaranteed Issue | \$30,000 |
| Child(ren) | |
| Option 1 Benefit Amount | \$100- 14 days to 6 months \$10,000- age 6 months to 26 years |
| Option 2 Benefit Amount | \$100- age 14 days to 6 months \$20,000- age 6 months to 26 years |



EOI (Evidence of Insurability) form is required if:

- You and/or spouse is requesting an amount more than the Guarantee Issue maximum at initial enrollment
- You and/or spouse is increasing the current level of coverage by more than 2 increments
- You and/or spouse previously declined coverage and are electing coverage this year

Disability Insurance

Short-Term Disability Insurance

Vinylmax Windows offers a short-term disability option at no cost to eligible team members through Lincoln Financial Group. This benefit covers 60% of your weekly base salary up to \$170/week. The benefit begins after 7 days of injury or illness and lasts up to 13 weeks. Please see the summary plan description for complete plan details. Vinylmax also offers a voluntary buy-up option for short-term disability through Lincoln.

| | STD Core | STD Buy-up |
|-----------------------------|----------|------------|
| Accident Elimination Period | 7 days | 7 days |
| Sickness Elimination Period | 7 days | 7 days |
| Benefit Percentage | 50% | 60% |
| Weekly Benefit Maximum | \$170 | \$500 |
| Maximum Benefit Period | 13 weeks | 13 weeks |

Long-Term Disability Insurance

Vinylmax Windows offers long-term income protection through Lincoln Financial Group in the event you become unable to work due to a non-work-related illness or injury. This benefit covers 60% of your monthly base salary up to \$5,000. Benefit payments begin after 90 days of disability. See Certificate of Coverage for benefit duration. Please see the summary plan description for complete plan details. 100% paid by employees if you wish to purchase long-term disability coverage. Offered to salaried employees at no cost.

| | Long-Term Disability |
|------------------------------------|--------------------------------------------------------------------------------------|
| Accident Elimination Period | 90 days |
| LTD Benefit | 60% up to a monthly maximum of \$5,000 |
| Definition of disability | 2-year own occupation |
| Maximum Disability Period | Social Security Normal Retirement Age |
| Pre-Existing Condition Limitations | 12 months for conditions treated within 3 months prior to effective date of coverage |

Worksite Products

Accident & Injury




No one plans to have an accident. However, it can happen at any moment. Most major medical insurance plans only pay a portion of the bills. Our policy can help pick up where other insurance leaves off and provide cash to cover the expenses. Our accident coverage helps offer peace of mind when an accidental injury occurs outside of the workplace.


Critical Illness

The signs pointing to a critical illness are not always clear and may not be preventable, but our coverage can help offer financial protection in the event you are diagnosed. Lincoln Financial Group voluntary critical illness coverage provides a lump-sum cash benefit to help you cover the out-of-pocket expenses associated with a critical illness.

Employee Assistance Program (EAP)

EmployeeConnect through Lincoln offers professional, confidential services to help you, and your loved ones improve your quality of life. When you call the toll-free line, you'll talk to an experienced professional who will provide counseling, work-life advice, and referrals. All counselors hold master's degrees, with broad-based clinical skills, and at least three years of experience in counseling on a variety of issues. For face-to-face sessions, you'll meet with a credentialed, state-licensed counselor.

|  In-person guidance |  Unlimited 24/7 assistance |  Online resources |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Some matters are best resolved by meeting with a professional in person. With <i>EmployeeConnect</i>, you and your family get:</p> <ul style="list-style-type: none">▪ In-person help for short-term issues (up to five sessions with a counselor per person, per issue, per year)▪ In-person consultations with network lawyers, including one free 30-minute in-person consultation per legal issue, and 25% off subsequent meetings | <p>You and your family can access the following services any time – online, on the mobile app, or with a toll-free call:</p> <ul style="list-style-type: none">▪ Information and referrals on family matters, such as child and elder care, pet care, vacation planning, moving, car buying, college planning, and more▪ Legal information and referrals for family law, estate planning, and consumer and civil law▪ Financial guidance on household budgeting and short- and long-term planning | <p><i>EmployeeConnect</i> offers a wide range of information and resources you can research and access on your own. Expert advice and support tools are just a click away when you visit GuidanceResources.com or download the GuidanceNowSM mobile app. You'll find:</p> <ul style="list-style-type: none">▪ Articles and tutorials▪ Videos▪ Interactive tools, including financial calculators, budgeting worksheets, and more |

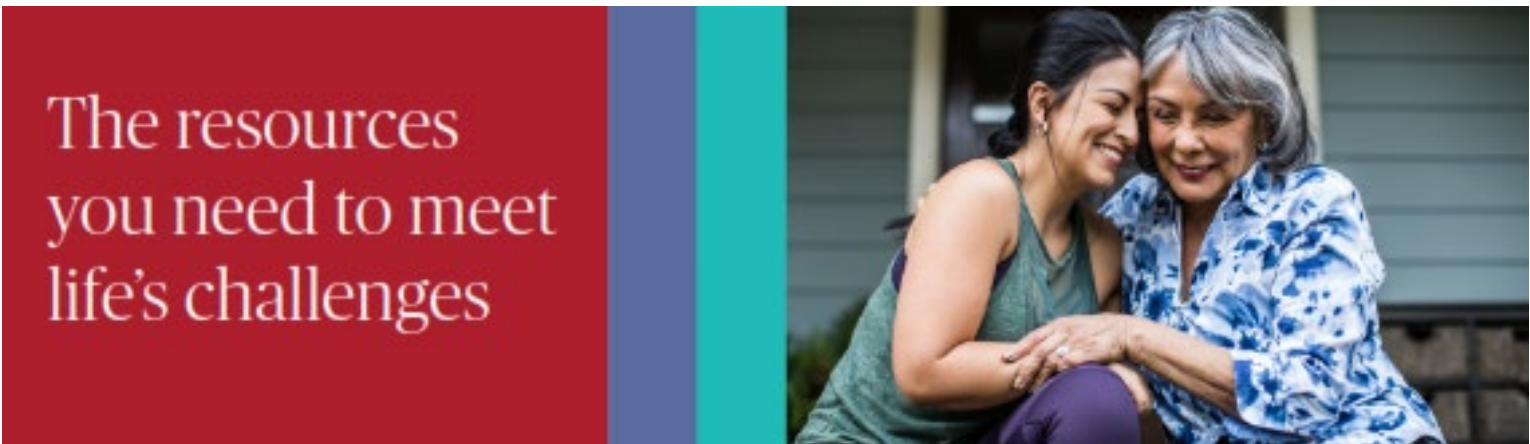


Take advantage of *EmployeeConnect*

For more information about the program, visit **GuidanceResources.com**, download the **GuidanceNow** mobile app, or call **888-628-4824**.

GuidanceResources.com login credentials:

Username: LFGSupport Password: LFGSupport1



The resources you need to meet life's challenges

Flexible Spending Accounts

The Flexible Spending Account (FSA) plan with Navia Benefit Solutions allows you to set aside pre-tax dollars to cover qualified expenses you would normally pay out of your pocket with post-tax dollars. The plan is comprised of a health care spending account and a dependent care account. You pay no federal or state income taxes on the money you place in an FSA.

How an FSA works:

- Choose a specific amount of money to contribute each pay period, pre-tax, to one or both accounts during the year.
- The amount is automatically deducted from your pay at the same level each pay period.
- As you incur eligible expenses, you may use your flexible spending debit card to pay at the point of service OR submit the appropriate paperwork to be reimbursed by the plan.

Important rules to keep in mind:

- The IRS has a strict “use it or lose it” rule. If you do not use the full amount in your FSA, you will lose any remaining funds.
- Once you enroll in the FSA, you cannot change your contribution amount during the year unless you experience a qualifying life event.
- You cannot transfer funds from one FSA to another.
- If you do not make your 2025 benefit elections, you will automatically be defaulted to your prior year elections, including the FSA, which will default to your 2024 elections.

Please plan your FSA contributions carefully, as any funds not used by the end of the year will be forfeited. Re-enrollment is required each year.

| Maximum Annual Election | |
|-------------------------|---------|
| Health Care FSA | \$3,300 |
| Dependent Care FSA | \$5,000 |

Popular Uses for FSA Money:

- Dental & Orthodontia
- Prescriptions
- Lasik Surgery
- Glasses



Contact Information

Have Questions? Need Help?

Vinylmax Windows is excited to offer access to the USI Benefit Resource Center (BRC), which is designed to provide you with a responsive, consistent, hands-on approach to benefit inquiries. Benefit Specialists are available to research and solve elevated claims, unresolved eligibility problems, and any other benefit issues with which you might need assistance. The Benefit Specialists are experienced professionals, and their primary responsibility is to assist you.

The Specialists in the Benefit Resource Center are available Monday through Friday 8:00am to 5:00pm Eastern & Central Standard Time at **855-874-0829** or via e-mail at **BRCMidwest@usi.com**. If you need assistance outside of regular business hours, please leave a message and one of the Benefit Specialists will promptly return your call or e-mail message by the end of the following business day.

Please contact Human Resources to complete any changes to your benefits that are not related to your initial or annual enrollment.

Carrier Customer Service

| | CARRIER | PHONE NUMBER | WEBSITE |
|-----------------------------|-------------------------|----------------|------------------------------------------|
| Medical | United Healthcare | 1-866-414-1959 | www.uhc.com |
| Health Savings Account | PNC Bank | 1-844-356-9993 | pncbenefitplus@healthaccountservices.com |
| MEC Plan | The Loomis Compnay | 1-610-374-4040 | info@loomisisco.com |
| Dental | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Vision | EyeMed Vision Care | 1-866-939-3633 | www.eyemed.com/en-us |
| Life and AD&D | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Voluntary Life and AD&D | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Short Term Disability (STD) | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Long Term Disability (LTD) | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Section 125 | Navia Benefit Solutions | 800-669-3539 | www.naviabenefits.com |
| Voluntary Critical Illness | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Voluntary Accident | Lincoln Financial Group | 1-877-275-5462 | www.lfg.com |
| Employee Assistance Program | Lincoln Financial Group | 888-628-4824 | www.guidanceresources.com |



vinylmax windows

This brochure summarizes the benefit plans that are available to Vinylmax Windows eligible employees and their dependents. Official plan documents, policies and certificates of insurance contain the details, conditions, maximum benefit levels and restrictions on benefits. These documents govern your benefits program. If there is any conflict, the official documents prevail. These documents are available upon request through the Human Resources Department. Information provided in this brochure is not a guarantee of benefits.