



STAYING AHEAD OF TOMORROW'S CHALLENGES

2024 Summary of Employee Benefits

At Weeghman & Briggs (W&B), we strive to provide you with a program of benefits to enable you to get the most out of a work life balance. To keep pace with the needs of our team members, W&B continuously evaluates its program of benefits to provide its employees the best possible work environment. The highlights below do not represent complete W&B policy statements. This information is intended to summarize the benefits offered at W&B.

<u>Benefit</u>	<u>High-Level Overview</u>
Paid Time Off	<ul style="list-style-type: none">• All full-time employees receive generous Paid Time Off per year, accrued on a bi-weekly basis.• W&B offers 12 floater holidays.
Medical / Health Savings Account	<ul style="list-style-type: none">• W&B offers its full-time employees and their dependents with CareFirst Blue Choice health insurance coverage.• W&B covers 100% of the monthly premium costs for each employee (only) and dependents of the employee would be covered at 50% of the monthly premium.• The annual deductible for each plan is \$1800/ individual and \$3600/ Family. Employees are responsible for any deductible and copays.• An HSA account is available to those enrolled in the high deductible health plan (HDHP). W&B will contribute up to 50% of the annual deductible over the course of a year into an HSA account set up by the employee.
Dental and Vision	<ul style="list-style-type: none">• W&B will pay 100% of the monthly dental and vision premium costs for employees and their dependents.• Dental and Vision are both covered through CareFirst Blue Choice.
401k Retirement Plan	<ul style="list-style-type: none">• W&B doubles an employees match with a max match of 10% on employee contributions.• You can start contributing after 30 days of employment.• You are 100% vested in your elective and company contributions on day one.
Referral Bonuses	<ul style="list-style-type: none">• W&B employees will receive anywhere between \$2,500 to \$12,500 for each referral who has been successfully hired.
Training and Education Reimbursement	W&B provides financial assistance up to \$5,000 annually to eligible employees for education, training, certifications, and professional membership reimbursement.
Basic Life and AD&D, Short-Term and Long-Term Disability	<ul style="list-style-type: none">• Basic Life (up to \$50,000), AD&D, Short-term, and Long-term disability coverage is available for all Full-time employees only at no cost to employee.