

# 2023 Summary of Benefits

## Salaried & Office Hourly Employees



EMPLOYEE BENEFIT	DESCRIPTION		COST	ELIGIBILITY DATE	
MEDICAL PLAN		IN-NETWORK	OUT-OF-NETWORK		
<b>A) HSA Basic<sup>1</sup></b> Cigna	<ul style="list-style-type: none"> <li>Wellness/Preventive</li> <li>Deductible Ind./Fam.<sup>2</sup></li> <li>Coinsurance - Medical<sup>3</sup></li> <li>Copay - Rx Retail 30<sup>3</sup></li> <li>Mail Order/Retail 90<sup>3</sup></li> <li>OOP Max Ind./2-Person/Fam.</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$3,000/\$6,000</li> <li>80%/20%</li> <li>\$15/\$30/\$60</li> <li>\$30/\$60/\$120</li> <li>\$6,000/\$9,100<sup>4</sup> /\$12,000</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$6,000/\$12,000</li> <li>60%/40%</li> <li>In-Network only</li> <li>In-Network only</li> <li>\$12,000/\$18,200<sup>4</sup> /\$24,000</li> </ul>	Employee contributions are based on salary, coverage level and wellness (tobacco or non-tobacco user) status and are deducted on a pretax basis. There is a spousal surcharge of \$50 per month if you choose to cover your spouse and they are eligible for coverage through an employer.	Date of hire
<b>B) HSA Plus<sup>1</sup></b> Cigna	<ul style="list-style-type: none"> <li>Wellness/Preventive</li> <li>Deductible Ind./Fam.<sup>2</sup></li> <li>Coinsurance - Medical<sup>3</sup></li> <li>Copay - Rx Retail 30<sup>3</sup></li> <li>Mail Order/Retail 90<sup>3</sup></li> <li>OOP Max Ind./2-Person/Fam.</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$2,000/\$4,000</li> <li>80%/20%</li> <li>\$15/\$30/\$60</li> <li>\$30/\$60/\$120</li> <li>\$6,000/\$8,150</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$4,000/\$8,000</li> <li>60%/40%</li> <li>In-Network only</li> <li>In-Network only</li> <li>\$10,000/\$20,000</li> </ul>		Date of hire
<b>C) PPO</b> Cigna	<ul style="list-style-type: none"> <li>Wellness/Preventive</li> <li>Deductible Ind./Fam.</li> <li>Diagnosis/treatment office visit and specialist visit</li> <li>Coinsurance - Medical Covered Service<sup>3</sup></li> <li>Copay - Rx Retail 30</li> <li>Mail Order/Retail 90</li> <li>OOP Max Ind./Fam.</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$750/\$1,500</li> <li>\$30 PCP/\$50 Specialist</li> <li>75%/25%</li> <li>\$15/\$30/\$60</li> <li>\$30/\$60/\$120</li> <li>\$3,000/\$6,000</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$4,000/\$8,000</li> <li>50% after deductible</li> <li>50%/50%</li> <li>In-Network only</li> <li>In-Network only</li> <li>\$5,000/\$10,000</li> </ul>		Date of hire
<b>WELLNESS PROGRAM</b>					
<b>Castlight</b>	Integrated health and well-being platform that provides a “one-stop shop” for your well-being needs. Develop healthy habits by tracking your activities, such as number of steps throughout the day, participate in well-being challenges, and earn rewards.		Company-paid	Date of hire	
<b>SUPPLEMENTAL MEDICAL BENEFITS</b>					
<b>A) Critical Illness Insurance</b> Voya Financial	Pays a lump-sum benefit if diagnosed with a covered illness or condition on or after your coverage effective date.		Employee-paid. Age-based rates by coverage type and tobacco user status.	Date of hire	
<b>B) Accident Insurance</b> Voya Financial	Pays you benefits for specific injuries and events resulting from a covered accident that occurs on or after your coverage effective date.		Employee-paid. Rates are determined by plan type elected (low or high plan).	Date of hire	
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>					
<b>Employee Assistance Program (EAP)</b> Cigna	Confidential 24-hour resource for counseling and support services as well as referrals to professional resources in your community (e.g., legal, financial, child care, and elder care). Available to you and your household members, regardless of whether or not you participate in a CIGNA Medical Plan.		Company-paid	Date of hire	
<b>DENTAL COVERAGE</b>					
<b>Delta Dental PPO Plus Premier</b>	<ul style="list-style-type: none"> <li>Diagnostic/Preventive</li> <li>Deductible Individual/Family</li> <li>Basic Restorative</li> <li>Major Services</li> <li>Calendar year maximum</li> <li>Orthodontics (up to age 19)</li> <li>Lifetime Orthodontic</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> <li>\$50/\$150</li> <li>80%</li> <li>50%</li> <li>\$1,500 per person</li> <li>50%</li> <li>\$1,500</li> </ul>	Employee contributions are determined by the level of coverage selected and are deducted on a pretax basis.	Date of hire	

<sup>1</sup>NOTE: A Health Savings Account (HSA) is provided to all HSA participants. The Company provides base funding of \$200 for Individual or \$400 for 2-Person/Family coverage. For 2023, you may also contribute additional monies up to a combined total of \$3,850 for Individual or \$7,750 for 2-Person/Family coverage. Withdrawals from your HSA are not taxable if used to pay for qualified health care expenses. Unused funds roll over at year's end, and you may take them with you if you leave the plan or the Company.

<sup>2</sup>NOTE: If you elect 2-Person or Family coverage under the HSA, you must satisfy the Family deductible (collective) before the plan begins to share expenses for any individual.

<sup>3</sup>After deductible

<sup>4</sup>Individual within a family



EMPLOYEE BENEFIT	DESCRIPTION		COST	ELIGIBILITY DATE
<b>VISION CARE</b>	<b>FREQUENCY</b>	<b>COPAY</b>		
<b>Vision Service Plan (VSP) Choice</b>	<ul style="list-style-type: none"> <li>•Exam: every calendar year</li> <li>•Lenses: every calendar year</li> <li>•Frames: every other calendar year</li> <li>•Contacts (instead of glasses): every calendar year</li> <li>•Contact lens exam</li> </ul>	<ul style="list-style-type: none"> <li>•\$15 copay</li> <li>•\$30 copay</li> <li>•\$130 allowance</li> <li>•\$120 allowance</li> <li>•Up to \$60 copay</li> </ul>	Employee contributions are determined by the level of coverage selected. NOTE: Certain vision benefits are also available from non-VSP providers.	Date of hire
<b>HEALTH AND DEPENDENT CARE FLEXIBLE SPENDING ACCOUNTS</b>				
<b>A) Health Care</b> <small>Employees in an HSA plan cannot elect this benefit.</small>	Employee may contribute up to \$3,050 for reimbursement of eligible out-of-pocket health care expenses. Carryover up to \$610 into the next year, any balance above that is forfeited.		Employee contributions	Date of hire
<b>B) Dependent Care</b>	Employee may contribute up to \$5,000 for reimbursement of eligible dependent care expenses. "Use-it-or-Lose-it" account.		Employee contributions	Date of hire
<b>DISABILITY PAY</b>				
<b>A) Short-Term Disability (STD)</b> <small>Reliance Standard</small>	Up to 26 weeks of disability benefits based on a % of base salary and length of service. Your benefits will begin on the 1st day following a non-occupational accidental injury or the 8th day following a non-occupational sickness. If you're hospital confined due to your non-occupational disability, benefits will begin on your first day of hospital confinement.		Company-paid	Date of hire
<b>B) Long-Term Disability (LTD)</b> <small>Reliance Standard</small>	If employee is enrolled in LTD and still disabled at end of 26 weeks, LTD pays monthly benefit equal to 60% of base salary. Minimum: \$100 per month. Maximum: \$10,000 per month. Subject to pre-existing condition limitations.		Employees pay full premium; contribution is post-tax and based on age and salary.	Date of hire
<b>EMPLOYEE AND FAMILY LIFE AND ACCIDENT INSURANCE</b>				
<b>A) Basic Life and Accidental Death and Dismemberment (AD&amp;D)</b> <small>Reliance Standard</small>	Provides 2X your base annual salary. \$1,000,000 maximum.		Company-paid	Date of hire
<b>B) Optional Life Insurance Plan</b> <small>Reliance Standard</small>	Provides up to \$1 million in additional life insurance for employees (capped at 8X base annual salary); up to \$250,000 for your spouse; up to \$10,000 for your dependent children. Guaranteed Issue when first eligible: Employee: lesser of 3X base annual salary or \$250,000; Spouse: \$50,000.		Employee-paid. Rates vary by age and amount of coverage.	Date of hire
<b>C) Personal Accident Insurance</b> <small>Life Ins. of North America</small>	Additional AD&D coverage is available for employees and dependents in increments of \$10,000, up to \$500,000. Benefit amounts over \$150,000 cannot be greater than 10X your base annual salary.		<b>Employee-paid</b> Individual Plan Family Plan	<b>Cost/Month</b> \$.045/\$1,000 \$.065/\$1,000
<b>D) Business Travel Accident Plan</b> <small>Axis Ins. Company</small>	Additional AD&D coverage is provided if an employee is dismembered or dies while traveling on Company business. Benefit is 4X base annual salary. Maximum: \$1,200,000.		Company-paid	Date of hire
<b>RETIREMENT BENEFITS</b>				
<b>401(k) Savings Plan</b> <small>Fidelity</small>	Employees may contribute between 1% and 60% of pay. Watts matches \$1.00 for every dollar you contribute up to 4% of your pay. Watts makes an automatic contribution to your account equal to 2% of pay, <i>whether or not</i> you are making your own contributions.		N/A	First day of the month following three months of active employment
<b>EDUCATION</b>				
<b>Educational Assistance</b>	Watts reimburses eligible employees for 100% of tuition plus the cost of books/lab fees for each business-related degree course they complete with a grade of "C" or better in an undergraduate course, and a minimum grade of "B" or better in a graduate course. Tuition reimbursement is subject to a maximum of two classes per semester and/or four classes per calendar year (up to the IRS limit of \$5,250 per calendar year).		Company-paid	90 days from date of hire; prior approval required
<b>TIME AWAY FROM WORK</b>				
<b>A) Holiday Schedule</b>	10 holidays are observed each year. See the company or your location's calendar for the complete schedule.		Company-paid	Date of hire
<b>B) PTO</b>	Varies according to length of service. PTO days are accrued on a per-pay-period basis. Please see the PTO policy on the Connect site.		Company-paid	Date of hire
<b>FITNESS BENEFIT</b>				

Watts reimburses you up to \$250 per year in health/fitness facility membership dues, exercise class fees or virtual fitness class subscriptions after four months of membership.