2027 Benefits Overview

Benefit Plans Effective January 1–December 31, 2027

WATTERSON

We take pride in offering a comprehensive benefits package. Watterson has designed a program that takes many aspects of your life into account, from your health and wellness to your finances.

Upon the first of the month following your hire date, Watterson offers benefits to full-time employees working a minimum of 30 hours per week, and provides the option to enroll eligible dependents.



Choice of Three Medical/Rx Plans:
- BCBS PPO $750
- BCBS PPO $2,500
- BCBS HSA $4,000



Voluntary Supplemental Benefits
- Supplemental Accident, Critical Illness, and Hospital Indemnity coverage plans are available for employees with the option to cover dependents through Lincoln Financial.
- These plans provide lump-sum cash benefits for qualifying events, injuries or illnesses.



Dental Plan
- Delta Dental PPO Plan — $1,500 annual benefit maximum and $2,000 lifetime orthodontic maximum benefit for dependent children up to age 19.



Vision Plan
- VSP Vision Plan — $130 frames or contact lens allowance after $25 materials copay.



Health Savings Account (HSA)
- Available to employees who elect the BCBS HSA $4,000 plan.
- Watterson will contribute to your HSA on a per pay period basis (you can receive up to $750 annually) if you enroll in the BCBS HSA $4,000 plan and open an HSA through Paylocity.
- Funds can be used to pay for eligible health expenses or towards investment goals.
- Contributions are pretax and subject to annual IRS maximums.



Employee Assistance Program (EAP)
- Provides 24/7 confidential support to guide you through any issue, from everyday matters to more serious problems.
- Available to employees and their qualifying family members at no cost.



Life and AD&D Insurance
- Watterson provides a $20,000 basic life and AD&D insurance benefit at no cost to you.
- You may also choose to purchase additional voluntary life and AD&D insurance.



Short-Term and Long-Term Disability
- STD coverage will pay 60% of regular semi-monthly earnings for the first 12 weeks (following a seven-day elimination period) of a non-work related short-term injury or illness. You will receive a benefit of up to $1,100 per week.
- LTD coverage will pay 60% of regular monthly earnings (following a 90-day elimination period) of a non-work-related long-term injury or illness. You will receive a benefit of up to $6,000 per month.
- Paid for 100% by Watterson.



Retirement/Investment Planning/401(k)
- Full-time and part-time employees age 18 or older are eligible to participate in the 401(k) plan on the first day of the month following your date of hire.
- Watterson adds to your savings by matching your contributions dollar for dollar up to 4% of the pay you contribute.

This document is not an official plan document. Official plan documents contain details, including important coverage exclusions and limitations. If there are any discrepancies between this benefit overview and plan documents, the plan documents will govern.