



WEC*Cares*
PERKS



Warren Equipment Company 401(k) Savings Plan

Your future is important to us at Warren Equipment Company. We offer a 401(k) retirement plan that puts you in control and with flexible contributions and employer match, the future is yours. Unsure about where or how to invest? We'll help with that too. Our 401(k) savings plan is offered through Bank of Oklahoma Financial who will get you started and help guide you through all stages to be prepared.

- Upon hire, you are automatically enrolled in a Traditional 401(k) plan at a 6% contribution rate, unless you opt out or change contributions through WEC Life.
- You can contribute between 1%-100% of your salary up to the annual federal limit.
- Warren Equipment Company will match 50 cents to every \$1 contributed. Maximum company match is 3% (based on 6% employee contribution).
- Company contributions have an annual vesting schedule of 25% per year, with employees being 100% vested in all contributions after 4 years.
- A Roth plan is also available for employee contributions and is eligible for the employer match. All employer contributions will be made into a Traditional 401(k) plan.
- To help enrich our employees financial knowledge, BOKF representatives hold quarterly meetings via either in-person or virtual webinars.

You can register and view your 401k account by visiting:
startright.bokf.com

Financial Wellness

Learning new or even better ways to deal with your finances can make a huge difference in dealing with the stresses in life. That's why we've partnered with Bank of America to help educate our employees with webinars, workshops and some great online articles. Our Bank of America Financial Wellness program will give you perks by banking with BOA as well as monthly webinars to help deal with your daily finances. Watch for emails to learn about the dates our vendor will be hosting their monthly webinars!

You can get more information on this program by visiting the Financial Wellness page on WEC-Cares.com

New York Life Secure Travel

New York Life's Secure Travel program is there to help you when an unexpected emergency occurs. With one phone call anytime of the day or night, you, your spouse and dependent children can get immediate assistance anywhere in the world. Emergency travel assistance is available to you when you travel to any foreign country, including neighboring Canada or Mexico. It is also available anywhere in the United States for those traveling 100 or more miles from home.





Employee Assistance Program (EAP)

Life can pull you in many directions. Find your balance with Warren Equipment Company's Employee Assistance Program (EAP). When you have questions, concerns or emotional issues surrounding your personal or work life, there are resources that can help you. Through the EAP, you have unlimited access to consultants by telephone, online resources and up to three face-to-face visits with local counselors for help with a short-term problem; all of this at no cost to you! Call 800-344-9752 to speak with an EAP Counselor.

EAP Features:

- Three counseling sessions, per issue, per year for both you and your immediate family at no cost.
- Access to financial and legal experts by using the FinancialConnect and LegalConnect resources of our EAP program.
- Online tools to help write a last will and testament, a living will and documents outlining your final arrangements with the help of EstateGuidance provided by our EAP.

Farmers Auto and Home

Warren Equipment Company is pleased to offer a Group Auto & Home insurance program from Farmers Auto and Home. Start your savings by visiting our Links page in the Benefits section of WEC Life. This program provides you with a wide range of policies:

- Auto
- Home
- Recreation Vehicle
- Motor Home
- Fire
- Renters
- Condo
- Personal Excess Liability (*Umbrella*)
- Mobile Home
- Boat

Identity Protection

Blue Cross Blue Shield provides identity protection services to eligible members and their families at no cost to them through Experian®, an independent company. Identity Works checks consistently for signs or risks of identity theft, by closely monitoring your personal information, alerting you of new activity and helping you recover if you are a victim of identity theft. Identity Works has a U.S. based Fraud resolution team to help investigate and address fraudulent activity. Members of the program can also check Experian® credit reports for past inaccuracies and signs of identity theft. Identity theft insurance up to one million dollars is available to members at an added cost. Enrollment is required annually and is done through the BCBSTX member portal.



Tuition Reimbursement Program

At Warren Equipment Company, we believe education is important! That's why we'll help you continue your education, by offering tuition reimbursement after 90 days of full time employment. Classes must be directly related to your position or another role with Warren Equipment Company. Classes must be approved in advance. The maximum reimbursement for tuition and book expenses is \$5,000 per calendar year after completing the course successfully with a C or better (or a passing grade if the course is pass/fail).

Employee Dependent Scholarships

Your family matters to you, so they're important to us, too. Dependent children of Warren Equipment Company employees are eligible for college assistance to encourage them to pursue higher levels of formal education. You must have completed two years of service by the beginning of the semester for your dependents to be eligible. The amount of each award is determined by the qualification of each candidate and the number of candidates participating each semester. Applications are taken in January for the Spring Semester, and September for the Fall Semester. Human Resources will send an email to all employees when the application window opens.

Paid Time Off (PTO)

Taking time away from our jobs to recharge, to be with loved ones, or run those essential errands is important to us all. With the PTO program, you get more flexibility, convenience, and control over how you want to manage your time off for life's experiences. You start earning PTO right away and can use it as soon as you earn it. Hours are accrued bi-weekly.

Completed Service	Number of Days Accrued per Year	Hours Accrued per Pay Period	Maximum Accrual
1st day to less than 3 years	18	5.54	144
3 years to less than 6 years	21	6.46	168
6 years to less than 9 years	24	7.38	192
9 years to less than 12 years	26.5	8.15	212
12+ years	28	8.62	224



Holidays

Celebration time, c'mon! Whether you spend the holidays celebrating with family and friends, recharging on your own, or just enjoying the day off, Warren Equipment Company makes sure you have the time to do it. We are closed for these eight paid holiday days each year. If your job requires work time or on-call duty during these holidays, you will still receive holiday pay in addition to your worked hours. There are no waiting periods to meet in order to receive holiday pay.

- New Year's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Other pay such as bereavement and jury duty, as well as leave of absence can be found in the Warren Equipment Company Employee Handbook.

Floating Holiday

We know we can't cover them all! So in addition to the eight Regular Paid Holidays, all full time employees will also receive one floating Holiday per calendar year to take on a day of their choice.





TicketsAtWork

If you like to have fun AND save money, have we got a deal for you! Enjoy special savings on retail items, travel, entertainment and much more. Check out Tickets at Work at www.ticketsatwork.com for special discounts. Use company code: WarrenEquipmentFun

GM & Ford Discount Program

Is a new vehicle in your future? Warren Equipment Company is pleased to participate in the GM & Ford vehicle purchase discount program. Visit our Employee Discount page in our World of Warren site for instructions on using these discount codes.

- GM Code 256875
- Ford Code XC095

AT&T

We all have cell phones and know how expensive the plans can be. Our employees can save 20% on their AT&T bill by just providing a pay stub and our company code 2832646. Visit any AT&T store and provide this information for the discount to be applied to your account.



Car Rental Discounts

Use the below discount codes to save on your next car rental. To get more information on this program, please visit the Travel Discount page on our World of Warren site.

- Enterprise/National - XZ62161
- Avis/Budget - T578700

Hotel Discounts

Traveling and need a place to stay? Use the below discount codes to save on your hotel stay. To get more information and see which hotels the below hotel chains include, please visit the Travel Discount page on our World of Warren site.

Accor – SC480159508 | Best Western – 00106520 | Choice Hotels – 00021355 | Drury Inn – NGXCAT
Hilton – Visit our WoW site for codes | Hyatt Hotels – 94782 | Intercontinental Hotel Group – 000106615
Radisson Group – WC8077 | Wyndham – 1000000112

Employee Discount Programs

Looking for discounts on your next set of footwear, office supplies or even your next oil change? We have partnered with several vendors that offer discounts to our employees on their personal purchases. Visit our employee discounts page on our World of Warren intranet site to see all the discounts we offer.

■ Prescription Safety Glass Program

If your job requires you to wear safety glasses, Warren Equipment Company will pay for a pair of prescription safety glasses if needed. The benefit, through Hoya, is available to use once every 12 months. Please contact your manager for more information regarding the program.

■ Safety Footwear Reimbursement

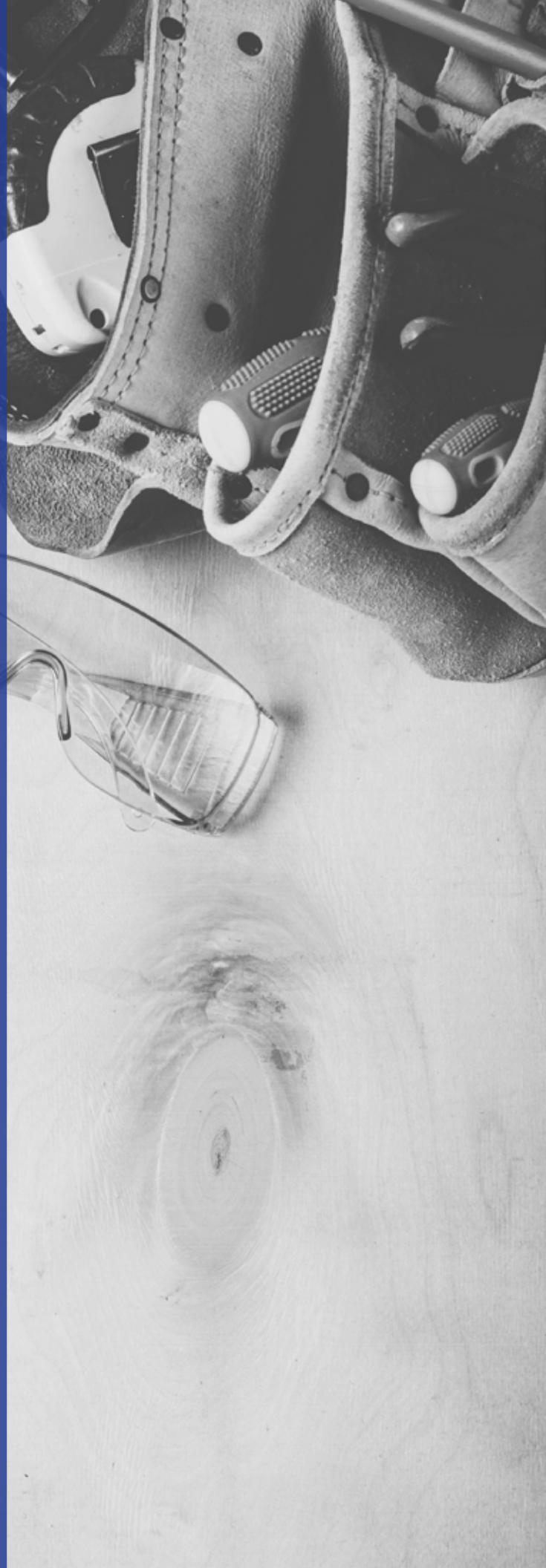
Warren Equipment Company will reimburse the cost of safety footwear up to \$250.00. This benefit is available to any employee who is required to wear safety footwear as part of his or her job, and this benefit may be used once per calendar year. Please contact your manager for more information regarding the program.

■ Tool Account Purchase Assistance

Having the tools you need to do your job is important. Owning your own tools gives you the freedom to choose what tools works best for you. Warren Equipment Company allows qualified Cat® technicians to purchase tools through the Warren CAT Parts department interest free and paid through payroll deductions. Technicians can maintain up to a \$1,500 balance on a tool account.

■ Tool Credit

Building a toolbox can be expensive! Warren Equipment Company helps qualified Cat technicians purchase tools by giving them a \$100 credit each quarter to purchase tools through the Warren CAT Parts department.



Profit-Sharing

Depending on the financial results of the business, the company may elect to pay a profit-sharing bonus at year-end. The first part of the profit-sharing distribution will be an additional company match of 50% in the employee's 401(k) account. Assuming financial results warrant, a second profit-sharing payment will be made based on an employee's hire date and salary.

Employee Referral Bonus Program

Do you know someone who would be a great coworker? Refer them to us, and it could mean cash in your pocket! Once hired, simply fill out the Employee Referral Form on PWR and you will receive \$500 for each referral who remains employed for 6 months. Periodic promotions may allow for larger payouts for specific position referrals—such as technicians.

PWR Awards

We all want to feel valued and appreciated for the work we do. The PWR program is an online social media-type platform that allows you to recognize other employees in appreciation of their behaviors, efforts and results that align with our company goals and values.

PWR recognitions can be given with a point value, which translates to a cash value that you can use to purchase merchandise. Points are replenished each month for employees to award others. Building a culture of recognition is essential to business success, and we each have a role to play, so we encourage you to recognize often.

Health Savings Account Investing Option

Want a faster way to grow the funds in your HSA? Once your balance reaches \$1,000 in your HSA you will have the opportunity to move your funds to an investment for long-term growth potential. Investing your HSA can help maximize your HSA benefits to help you prepare for your future. As with all investments, there is no guarantee for return and you could lose value. Learn more about HSA investing by logging into your HSA at <https://myhealth.bankofamerica.com/>

Community Involvement

Warren Equipment Company cares about the communities we serve and we understand how important it is to give back, not only monetarily, but also in service. We encourage our employees to support their local community and will give employees 4 paid hours annually to volunteer at a non-profit organization of their choice, including schools and religious institutions.

For those with medical coverage through WEC

Fitness Program

The Fitness Program provided by Blue Cross Blue Shield offers flexible options to get in shape and stay active. Choose from a network of gyms offering tiered pricing that fits your budget and lifestyle. This program also includes pay-as-you-go classes. You can use the Well onTarget Fitness Program mobile app to find high intensity or yoga workouts. Save even more by bundling family members under one account.





Blue365

Blue365 is a website for health-focused discounts. With discounts on health-related products as well as health and fitness clubs, weight loss programs and much more, you can decide what choices are right for you while saving money.

Well onTarget

Well onTarget has tools and resources to help you manage your health:

- Health Assessments to help you measure your health.
- Digital Self-Management Programs, lessons, and challenges to help you reach your wellness goals.
- With the Blue PointsSM program, you can earn points by completing activities and reaching goals. These points can be redeemed online for rewards.
- Track healthy habits, sync your fitness and nutrition devices with the Well onTarget portal or download the app.

Ovia Health

Ovia Health's benefits help women and parents grow their families and their careers, while reducing healthcare costs, improving clinical outcomes, and helping employers retain and attract talent. Our consumer apps, Ovia Fertility, Ovia Pregnancy and Ovia Parenting, help women and families make important life and health decisions on the parenthood journey.

Wondr Health

The Wondr HealthTM program (formerly Naturally Slim[®]) can help you lose weight and improve your overall health - all while eating the foods you love. Being at a healthy weight may help lower your chances of getting diabetes or heart disease. This program will help you learn that it's not what you eat, but when and how. You'll get digital courses, an online dashboard, mobile app, social community, coaching support and more, all focused on helping you build new skills to have a healthy relationship with food and physical activity. Wondr Health is available to you and your covered dependents (age 18 and over). There are no out-of-pocket costs for this in-network preventive program. Visit [WEC-Cares.com/wellness-resources](https://www.WEC-Cares.com/wellness-resources) for more information on how to register.

Learn to Live

Do you struggle with anxiety, stress, depression, substance use, sleep problems or other mental health concerns? Learn to Live is an online resource that can help. Programs are based on therapy techniques with a track record of helping people feel better. Learn to Live is confidential, accessible anywhere and available at no added cost to you and your family. Choose the program for you by taking a quick assessment today.

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The information included in this document is a condensed outline of our benefit plans and policies and procedures and is intended to be informational as a quick reference tool; it is not a legal contract. For specific information about these benefits, please refer to your Summary Plan Description or the Warren Equipment Company Handbook. This summary of employee benefits is in all cases superseded by the actual plan document or company policy available to all employees.

You can find more details about these PERKS in the WEC Employee Handbook, on www.wec-cares.com or by calling the HR Help Line at **432-571-8471**.

WEC-Cares.com



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