

WEC*Cares*

Benefits for your Family

2026 Edition





Being a part of this Team

means you get amazing benefits, discounts and perks for you and your family. In addition to medical, dental and vision coverage, you have access to additional benefits for your health, your future and your life away from work.

Taking Charge Of Your Financial Well-Being?

Learn about our 401(k) plan and schedule a meeting with a Financial Advisor from Bank of Oklahoma Financial. You can also meet with a local financial planner by using our new Employee Assistance Program.

Looking For Tuition Assistance?

We can help! Need scholarship assistance for your college bound student? We've got that too!

Interested In Everyday Discounts On Hotels, Car Rentals, Auto Purchases And More?

Visit the Onboarding, Incentives & Perks section in World of Warren to see our employee discounts we offer in partnership with our corporate vendors.

When Am I Eligible?

As a new hire, you become eligible for most benefits on the first of the month following 30 days of service. For example, if you're hired on March 4, your benefits would go into effect on May 1. Some benefits have a longer or shorter waiting period. If so, you'll see it noted in that section. Remember, you must enroll within 30 days of eligibility to participate in most plans.

Life happens. When your situation changes due to a qualified event, you must make changes within 31 days to your medical, dental and vision plans. Qualified events include:

- Marriage or divorce
- Birth, adoption or age out (26) of a dependent child
- Gain, or loss or significant change of spouse coverage

Who's Eligible?

Employees who work at least 30 hours per week are eligible to enroll in a Warren Equipment Company benefit plan. Spouses and dependent children are eligible, too! Proof of your dependents must be submitted during enrollment.

This includes:

- Spouse - Marriage License or the previous year's tax return showing joint filing with your spouse.
- Child(ren) - Birth certificate or the previous year's tax return showing dependent child(ren).

Medical

We offer some of the best medical plans available through Blue Cross Blue Shield of Texas. Depending on your health history and preferences, one plan may be better than another for you. That's why you get to choose what works best for you and your family! Employees who reside in Oklahoma will have medical coverage, if elected, under the BCBSTX Blue Preferred (Oklahoma) network. Visit WEC Cares for more information.

You have four different medical plans to choose from. Below is a comparison of these plans for reference. Some things to consider when comparing plans are

- Deductibles
- Out-of-pocket maximums
- Prescription coverage
- Biweekly premiums

Warren Equipment Company values our team and is proud to subsidize a portion of the medical premiums. The cost to you is a small percentage of the overall cost of medical coverage.

Plan Year 01/01/2026 - 12/31/2026	High Deductible Health Plan One	High Deductible Health Plan Two	80/20	Copay
Calendar Year Deductible The amount you must pay before the Plan begins to pay for most services	In-network: \$3,400/individual - \$6,000/family Out-of-network: \$6,000/individual - \$12,000/family	In-network: \$2,000/individual - \$3,500/family (Ind Ded for Emp Only coverage) Out-of-network: \$4,000/individual - \$8,000/family	In-network: \$1,000/individual - \$3,000/family Out-of-network: \$2,000/individual - \$6,000/family	In-network: \$1,000/individual - \$3,000/family Out-of-network: \$2,000/individual - \$6,000/family
Calendar Year Out-of Pocket Maximum (includes deductible) The most that you will pay in coinsurance in one plan year, after which the Plan pays 100%	In-network: \$5,000/individual - \$10,000/family Out-of-network: \$10,000/individual - \$20,000/family	In-network: \$3,500/individual - \$7,000/family Out-of-network: \$7,000/individual - \$14,000/family	In-network: \$3,500/individual - \$10,500/family Out-of-network: \$7,000/individual - \$21,000/family	In-network: \$3,000/individual - \$9,000/family Out-of-network: \$6,000/individual - \$18,000/family
Coinsurance (applies after deductible is met)	Employee pays 20%	Employee pays 20%	Employee pays 20%	Employee pays 20%
Office Visits				
Preventive	FREE	FREE	FREE	FREE
Physician	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible	Primary Care: \$75 Specialty Care: \$100
Prescriptions				
Copay Amounts for: 30 Day Supply - Tier 1 / Tier 2 / Tier 3 Mail Order 90 Day Supply - Tier 1 / Tier 2 / Tier 3 Tier 1 - Generic Tier 2 - Preferred Brand Name Tier 3 - Non-Preferred Brand Name	Participating Pharmacy 30 day - \$10 / \$35 / \$60 (after CY deductible) Mail Order - \$20 / \$70 / \$120 (after CY deductible) Non-Participating Pharmacy 30 day - Pays 80% of Allowable Amount minus Copayment, Mail Order not available	Participating Pharmacy 30 day - \$10 / \$35 / \$60 (after CY deductible) Mail Order - \$20 / \$70 / \$120 (after CY deductible) Non-Participating Pharmacy 30 day - Pays 80% of Allowable Amount minus Copayment, Mail Order not available	Participating Pharmacy 30 day - \$10 / \$35 / \$60 Mail Order - \$20 / \$70 / \$120 Non-Participating Pharmacy 30 day - Pays 80% of Allowable Amount minus Copayment, Mail Order not available	Participating Pharmacy 30 day - \$10 / \$35 / \$60 Mail Order - \$20 / \$70 / \$120 Non-Participating Pharmacy 30 day - Pays 80% of Allowable Amount minus Copayment, Mail Order not available
Hospital Visits				
Emergency Room	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible
In-Patient	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible	Plan pays 80% of Allowable Amount after CY Deductible and \$200 per Admission Deductible	Plan pays 80% of Allowable Amount after CY Deductible and \$200 per Admission Deductible
Employee Cost (per paycheck)				
Employee Only	\$17.92	\$43.97	\$80.63	\$169.38
Employee plus Child(ren)	\$74.10	\$107.50	\$177.53	\$380.30
Employee plus Spouse	\$94.47	\$131.11	\$225.57	\$464.17
Employee plus Family	\$126.23	\$215.81	\$297.24	\$640.62

Health Savings & Flexible Spending Accounts

Depending on the medical plan you've selected, you may also participate in the tax-savings benefits of a Health Savings Account (HSA) or Health Flexible Spending Account (FSA). We also offer a Dependent Care Flexible Spending Account for those with child or elder care expenses. The Dependent Care FSA does not require participation in any medical plan.

Plan Year 01/01/2026 - 12/31/2026	Health Savings Account	Health Flexible Spending Account	Dependent Care Flexible Spending Account
Eligible Medical Plans	High Deductible Health Plan One High Deductible Health Plan Two	80/20 Copay	All regular, full-time employees are eligible to enroll
Eligible Expenses	Qualified health care expenses	Qualified health care expenses	Dependent care services(child or elder)
Maximum Employee Contribution thru Deductions (IRS maximum minus total from company seed and match)	High Deductible Health Plan One \$3,800/Employee Only plans \$7,550/Employee plus plans High Deductible Health Plan Two \$3,900/Employee Only plans \$7,750/Employee plus plans	\$3,300	\$7,500 for individuals or total for family
Eligible Seed Money (initial amount Company deposits into Savings account; prorated if plan starts after January of plan year)	\$200/Employee Only plans \$400/Employee plus plans	Not Available	Not Available
Eligible Company Match (additional amount company will contribute once employee contributions match Company seed amount; prorated if plan starts after January of plan year)	High Deductible Health Plan One \$400/Employee Only plans \$800/Employee plus plans High Deductible Health Plan Two \$300/Employee Only plans \$600/Employee plus plans	Not Available	Not Available
IRS Maximum Allowable (employee max contribution will be less due to company contributions)	High Deductible Health Plans \$4,400/Employee Only plans \$8,750/Employee plus plans	\$3,300	\$7,500 for individuals or total for family
Eligible for Catch Up Contributions (for individuals 55 and older)	Yes - up to \$1,000	Not Available	Not Available
Eligible to Rollover to Next Year	Yes - no limit on how much can rollover	No - Run out period extends to 3/31 to pay for services received in previous year; remaining funds are forfeited	No - Run out period extends to 3/31 to pay for services received in previous year; remaining funds are forfeited
Eligible to Invest Balance	Yes - Can begin to invest balance once it reaches \$1,000	Not Available	Not Available
Eligible to Change Contributions During Plan Year	Yes - can change per paycheck deductions or make a one-time contribution anytime	Only with a Qualified Life Event	Only with a Qualified Life Event
When are Contributions Available	As employee/company contribute to account	Full amount enrolled in available on first day of year of eligibility	As employee contributes to account

MDLIVE[®]

Virtual Care, Anywhere.

Access to MDLive is available with any of our medical plans. **New for 2026:** \$20 copay for all MDLive visits. No need to meet your deductible first! This feature offers quality healthcare without ever leaving your home, office or wherever you are. MDLive lets you visit with a board-certified doctor for non-emergency medical issues by video or phone when you need it. Prescriptions can even be sent directly to your local pharmacy if medically necessary.

Enroll at www.mdlive.com/bcbstx or call 888-680-8646.

Vision

Warren Equipment Company offers vision coverage through VSP Vision Care, to meet your vision needs. The plan covers eye exams and glasses or contact lenses. Copays and benefit maximums apply.

What's Covered	How Often	Copays & Maximums	Out-of-Network Reimbursements
Eye Exams	One Per Year	Copay: \$15	Up To \$50
Lenses (for glasses)	One Pair Per Year	Copay: \$20 Additional charges may apply for certain lens options or specialty lenses	Single Vision: Up To \$50 Bifocal: Up To \$75 Trifocal: Up To \$100 Lenticular: Up To \$125
Adult Frames	One Pair Every Other Year	Copay: \$20 \$150 yearly allowance. Allowance may increase during promotions	Up To \$70
Kids Frames	Frames Once Per Year. Lenses up to Twice a Year.	Copay: \$20 \$150 yearly allowance. Allowance may increase during promotions	Up To \$70
Contact Lenses	One Pair Per Year (in lieu of glasses)	Copay: \$0 \$150 yearly allowance for elective contact lens exam and contact lenses. Necessary contact lenses are covered in full.	Elective: Up To \$145 Necessary: Up To \$210 (both amounts are for exam and contacts)

Employee Portion Snapshot (Cost Per Pay Period)

Employee Only	\$3.78
Employee + Family	\$8.06

Dental

Our dental program is offered by Blue Cross Blue Shield of Texas. The plan offers participants preventative maintenance, such as cleanings and exams every six months, and x-rays annually at no cost to you, when you use a preferred in-network provider. The plan offers other dental coverage as listed below.

What's Covered	Percentage Paid	Benefit Maximum
Preventative Care (cleanings, x-rays)	100% No Deductible	Two Cleanings Per Year, \$1,500 Maximum Calendar Year Benefits (costs from preventative care, basic services and major services apply towards annual maximum) \$1,000 Lifetime Benefit for Orthodontic Services Out-of-network invoices may have to be paid in full at time of service. Claim forms can be submitted to be reimbursed up to the allowable amount.
Basic Services (fillings, routine extractions)	80% After Deductible	
Major Services (crowns, bridges, dentures)	50% After Deductible	
Orthodontic Services	50% After Deductible	
Employee Portion Snapshot (Cost Per Pay Period)		
Employee Only		\$13.84
Employee + Children		\$31.38
Employee + Spouse		\$28.14
Employee + Family		\$45.70

Annual Individual deductible is \$50 with a maximum of \$150 per family.

Life Insurance

Life Insurance – Company Paid

At no cost to you, Warren Equipment Company provides you with a life insurance policy equal to 1x your annual base salary (up to \$50,000). This policy is provided by New York Life and also includes an Accidental Death & Dismemberment (AD&D) benefit equal to the amount of your life insurance. Be sure to complete/update your beneficiary information for this benefit. Age reduction will apply to this policy (see chart below).

Employee Supplemental Life Insurance

In addition to your company paid life insurance policy, you are eligible to purchase Employee Supplemental Life Insurance through New York Life. You may elect any amount of Life Insurance in \$10,000 increments, up to 5x your salary or \$500,000. This benefit is a guaranteed issue up to or \$200,000 without proof of good health, when enrolled at time of hire/eligibility. Changes to your elections may only be made during Open Enrollment or within 31 days of a Life Event and may require an Evidence of Insurability (EOI, or proof of good health). This policy includes Accidental Death & Dismemberment (AD&D) coverage. Age reduction will apply to this policy (see chart below).

Spouse and Child Supplemental Life Insurance

If you elect Employee Supplemental Life Insurance, you may also purchase Spouse Supplemental Life Insurance in amounts up to 100% of the employee coverage, from \$5,000 to \$200,000. This benefit is guaranteed issue up to \$50,000 without proof of good health and when enrolled at time of hire/eligibility. Any future elections or increases may only be made during Open Enrollment or within 31 days of a Life Event and may require an Evidence of Insurability (EOI, or proof of good health). Age reduction will apply to the Supplemental Spouse Life Insurance policy (see chart below).

Also, with your Employee Supplemental Life election, you are also eligible for Child Supplemental Life Insurance in amounts of \$2,500, \$5,000, \$7,500 or \$10,000.

Both our Spouse and Child Supplemental Life Insurance plans include Accidental Death & Dismemberment (AD&D) coverage.

Spouse/Child Life Insurance

Regardless of your Employee Supplemental Life enrollment, we also offer a Spouse/Child Insurance plan for \$10,000 in coverage for \$1.01 per pay period. This plan does not include AD&D coverage.

Age Reduction Notice

Beginning once an employee or their spouse turns 65, any life insurance payout will be reduced to the percentage listed in the below table.

Age Reduced Coverage Amounts	
Age 65	Benefit is reduced to 65% of policy amount
Age 70	Benefit is reduced to 45% of policy amount
Age 75	Benefit is reduced to 30% of policy amount
Age 80	Benefit is reduced to 20% of policy amount

Disability Insurance

Short Term Disability

If you find yourself unable to work due to illness or non-work related injury, Short Term Disability has got you covered. Short Term Disability will replace 60% of your base pay up to \$1,000 per week for up to 13 weeks. Coverage begins on Day 1 of missed work for accidental injuries, and on Day 8 of missed work for illnesses (including pregnancy). This coverage includes a pre-existing elimination period.

Long Term Disability

At no cost to you, Warren Equipment Company provides full time employees with Long Term Disability coverage. This coverage provides income replacement of 60% of your base pay after 90 days of missed work due to a covered injury or illness. This coverage includes a pre-existing elimination period. The maximum benefit period for this coverage is based on your age at disability.

To apply for Short Term Disability benefits (if enrolled) or Long Term Disability benefits, visit New York Life at www.myNYLGBS.com or by calling **800-644-5567**



Critical Illness Insurance

If you're diagnosed with an illness that is covered by this insurance, you can receive a lump sum benefit payment to use however you want. The payment you receive can help you pay out-of-pocket medical expenses, like copays and deductibles, or cover living expenses such as rent or car payments.

You can use this coverage more than once, for separate illnesses or even for the reoccurrence of any critical illness (except for skin cancer). A reoccurrence benefit can pay 100% of your coverage amount if the diagnosis is after 180 days and the conditions aren't related to each other. See the conditions covered and more information on WEC Cares at WEC-Cares.com.

Employees can choose coverage in amounts of \$10,000, \$20,000 or \$30,000, without proof of good health, if enrollment is completed during your first enrollment period. Children are automatically covered at 50% of the employee's elected coverage at no extra cost. Spouse can be covered up to 100% of the employees elected coverage amount.

Be Well Benefit - As part of your Critical Illness Plan, the Be Well Benefit will pay between \$50-\$100 per calendar year per insured individual for covered health screening tests, including blood tests, stress tests, colonoscopies, mammograms and chest x-rays. A full list of covered tests will be provided in your certificate. This benefit will only be paid one time per calendar year per insured individual.

Accident Insurance

Accident Insurance pays you for accidents or injuries that occur off the job. The amount paid varies based on the type of injury and treatment needed. It covers a range of incidents, from common injuries like sprained ankles to a more serious event such as a broken leg. You can see the payment schedule on WEC Cares at www.wec-cares.com

Payment comes directly to you and can be used for out-of-pocket medical expenses, like copays and deductibles or living expenses such as bills or rent. Coverage is available for employees, spouses and children under the age of 26.

Be Well Benefit - As part of your Accident coverage, the Be Well Benefit will pay \$50 per calendar year per insured individual for covered health screening tests, including blood tests, stress tests, colonoscopies, mammograms and chest x-rays. A full list of covered tests will be provided in your certificate. This benefit will only be paid one time per calendar year.

Organized Sports Benefit - Injuries occurring during an organized sports event qualify for a 25% increase in payable benefits within the Injury and Treatment schedule of benefit categories. See disclosures and schedule of benefits for more information.

Personal Safety Benefit - Every year, covered employees and family members can receive \$100 for completing a covered safety program, such as CPR certification or defensive driving. See disclosures and schedule of benefits for more Information on WEC Cares at www.wec-cares.com.

Hospital Insurance

Hospital Insurance helps covered employees and their families cope with the financial impacts of a hospitalization. You can receive benefits when you're admitted to the hospital for a covered accident, illness or childbirth.

The money is paid directly to you — not to a hospital or care provider, and can be used for out-of-pocket medical expenses, like copays and deductibles, or cover living expenses such as rent or car payments. Coverage is available for employees, spouses and children under the age of 26.

Be Well Benefit - As part of your Hospital coverage, the Be Well Benefit will pay \$50 per calendar year per insured individual for covered health screening tests, including blood tests, stress tests, colonoscopies, mammograms and chest x-rays. A full list of covered tests will be provided in your certificate. This benefit will only be paid one time per calendar year per insured individual.



Warren Equipment Company 401(k) Savings Plan

The 401(k) savings plan is offered through Bank of Oklahoma Financial and allows you to save for your future.

- 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 IRS maximum.
- 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 after-tax plan is also available for employee contributions and is eligible for the employer match. All employer contributions will be made as pretax.

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 each of these vendors will be hosting their monthly webinars!

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



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. All regular, full-time employees will receive one day of floating holiday pay per year to use when they would like.

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

Paid Parental Leave

Warren Equipment Company will provide up to 6 weeks of paid parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted child. Employees must be employed with WEC for at least six months to be eligible. Additional criteria and policy information on this benefit can be found in the Employee Handbook.

Tuition Reimbursement Program

It's never too late to go back to school. After 90 days of employment, you'll become eligible for reimbursement. 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). You can submit for approval in the PWR Awards website.



Farmers Auto and Home

Warren Equipment Company is pleased to offer a Group Auto & Home insurance program from Farmers Auto and Home. 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

Contact Farmers at **800-438-6388** to get a quote or enroll. Ask for the Warren Equipment Company group discount.

Employee Assistance Program (EAP)

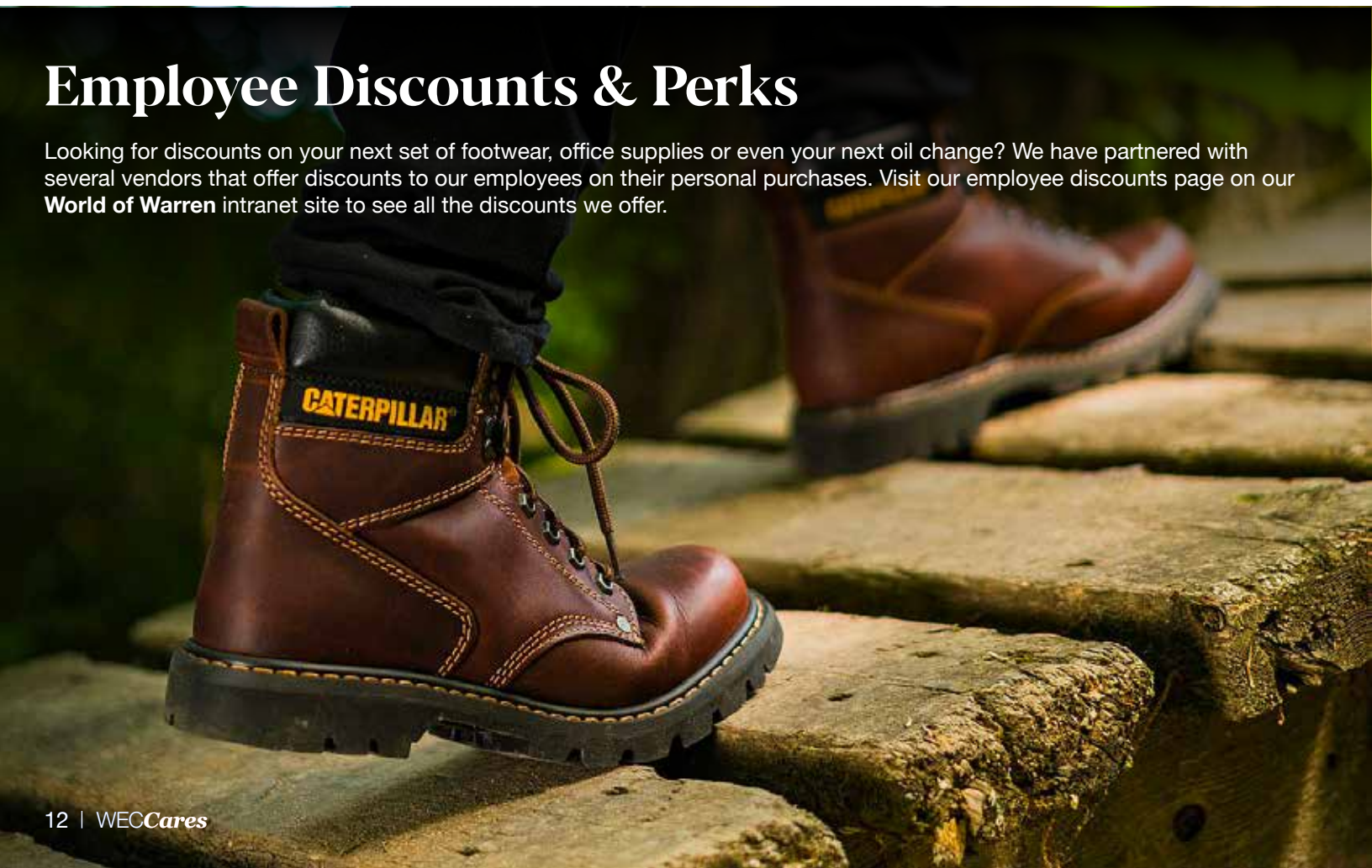
Life can pull you in many directions. Find your balance with Warren Equipment Company's Employee Assistance Program (EAP). When you have questions, concerns or emotional issues surrounding your personal or work life, there are resources that can help you. Through the EAP, you have unlimited access to 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 free in-person counseling sessions per issue per year. Immediate family are eligible for this as well.
- Five virtual coaching well-being sessions with a behavioral change specialist.
- Get a free 30-minute consultation with a legal or financial consultant by using FinancialConnect or LegalConnect.

Employee Discounts & Perks

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.



Employee Dependent Scholarships

Your family matters to you, so they're important to us, too. Dependents of Warren Equipment Company 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.





Vehicle Discount Program

Is a new vehicle in your future? Warren Equipment Company is pleased to participate in the GM Company, Ford Motor Company and Fiat Chrysler special vehicle purchase discount programs.

- GM Code 256875
- Ford Code XC095
- Fiat Code F00AH7

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.

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.

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.

New York Life Secure Travel

Whether your travel is for business or personal reasons, 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.

Spouse and children must be covered by an effective Supplemental Life Insurance plan in order to be covered. This program is administered by Crisis24 on New York Life's behalf.

PWR Awards

We all want to feel valued and appreciated for the work we do. The PWR program is an online social media-type website 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. All employees are replenished every month with points to award. 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.

Employee Referral Bonus

Work is always more fun with friends! We are always looking for qualified people and appreciate referrals made by our employees. If you recommend someone who is hired, you may be eligible to be paid an Employee Referral Bonus.

Referral bonuses are paid to employees in two parts, one half paid 30 days after the date of hire and the other half after 6 months of continued employment.

Once your referral starts, simply complete the Employee Referral Form in the PWR awards site.

WEC Emergency Care Fund

The Warren Equipment Company Emergency Care Fund provides immediate financial assistance to employees facing unexpected disasters or personal hardships. We're proud to sponsor this initiative, allowing both WEC and employee donations to support our team members during challenging times and fostering a culture of mutual support.

By contributing through payroll deduction or credit card, you'll ensure vital support is available when a fellow team member needs it most. Every donation, regardless of size, makes a meaningful difference. To learn more, apply for a grant, or donate via credit card or payroll deduction, visit wecemergencycarefund.com.

Vendor Quick Reference

Medical / Dental Insurance

Blue Cross Blue Shield of Texas
800-521-2227
www.bcbstx.com

Vision Insurance

VSP Vision Care
800-877-7195
www.vsp.com

Filing a Leave and/or Short Term Disability Claim

New York Life
800-644-5567
www.mynylgbs.com

Critical Illness Insurance / Accident Insurance / Hospital Indemnity

Unum
800-635-5597
www.unum.com/employees

401(k)

Bank of Oklahoma Financial
800-876-9557
www.startright.bokf.com

Flexible Spending Account (FSA) Health Savings Account (HSA)

Bank of America
866-791-0251
myhealth.bankofamerica.com

Employee Assistance Program (EAP)

ComPsych
800-344-9752
www.guidanceresources.com

Farmers Auto and Home

Farmers Auto & Home
833-906-4393
www.farmers.com/groupselect/auto-insurance

Ford Motor Partner Recognition Program

Warren Partner Code: XC095
877-975-2600
www.fordpartner.com

GM Supplier Discount

Warren Company Code: 256875
800-960-3375
www.gmsupplierdiscount.com

Fiat Chrysler Affiliate Rewards

Warren Company Code: F00AH7
888-444-4321
www.fcausaffiliates.com

Secure Travel

New York Life
347-708-1824 (from US or Canada)

Cobra

WEX
866-451-3399
cobralogin.wexhealth.com/

MDLive

888-680-8646
www.mdlive.com/bcbstx

Identity Protection

Experian
877-890-9332

PWR Awards

warrenlogin.okta.com

WEC Life

warrenlogin.okta.com

The Human Resources Team

432-571-8471

WEC-Cares.com



WEC*Cares*

*The information included in this document is a condensed outline of our benefit plans and is to be used as a quick reference tool; it is not a legal contract. For specific information about these benefits and plan benefit limits, please refer to your Summary Plan Description. This summary of employee benefits is in all cases superseded by the actual plan document that you will have access to upon hire.