

MARCH 1 - DECEMBER 31 | 2024

BENEFIT GUIDE



WALDOM ELECTRONICS
your supply chain advantage®



WHAT'S NEW FOR 2024

We evaluate our benefits each year to ensure we are offering the best coverage and service for our valued employees.

We are excited to introduce some new benefits and enhancements effective March 1, 2024.



“To provide innovative solutions to industry problems regarding excess management and problem part numbers for our supplier and distributor partners”



NEW CHANGES / ENHANCEMENTS!

Medical + Pharmacy | Your medical benefits are now provided by UMR utilizing the UnitedHealthcare network. Your pharmacy benefits are now provided by OptumRx. All other benefits will remain the same.

Be on the lookout for a new, combined medical and pharmacy ID card from UMR/Optum to use as of March 1st.

Telehealth | Your telehealth resources are now provided by Teladoc at **no cost**. You also have access to dermatology services.

Wellness Program | Your wellness program will be provided by Vitality at **no cost**.



WELCOME!

Waldom would not be the success it is today without the dedication of our hard-working employees. We are proud to offer a comprehensive benefits package to support your physical, mental, and financial wellness.

This guide highlights the options available to you as a benefits-eligible employee.


Please take time to review this guide so you can make informed decisions and get the most from your benefits.

 Check out the benefits available to you!




TIPS FOR USING THIS GUIDE

- ✓ View this guide on your computer, tablet, or smartphone. It's designed to let you easily navigate through your benefits!
- ✓ Use the icons at the top of the page to jump to the [Table of Contents](#), [Benefit Contacts](#), [Provider Search Instructions](#) and [Glossary](#).



- ✓ When you see the **CURSOR ICON**  click or tap for more information.
- ✓ Open the **SEARCH BAR** to type in a key word you want to find:
 - *On your computer:* Type **Ctrl + F**.
 - *On your smartphone:* In the bottom menu, tap the three dots for more options, tap "**Find in page**." Then, tap on the top search bar to type in your search term.


TIPS FOR SAVING THIS GUIDE

- ✓ *On your computer:* Save the link as a bookmark on your internet browser.
- ✓ *Add on your smartphone home screen:*
 - On Android, tap the options menu. 
 - On iPhone, tap the share icon. 
 - Select **Add to Home Screen** (you might need to scroll to find it).
 - Give the guide a name you'll remember, then click **Add**.
 - The icon will appear as a Red "A" on your home screen. 



Click on this icon to jump back to this page!

CONTENTS

	CARRIER/VENDOR	WALDOM PAYS	YOU PAY	FIND IT ON PAGE
ELIGIBILITY / ENROLLMENT				
Eligibility	Waldom			5
Enrolling in Your Benefits	Waldom			6
How to Enroll	Ultipro			7
HEALTH BENEFITS				
Medical Pharmacy	NEW! UMR OptumRx	✓	✓	11 - 15
Health Savings Account (HSA)	HSA Bank	✓	✓	16
Telehealth	NEW! Teladoc	✓		17
Wellness Program	NEW! Vitality	✓		18
Dental	UnitedHealthcare		✓	22 - 23
Vision	UnitedHealthcare		✓	24 - 25
FINANCIAL BENEFITS				
Basic Life and AD&D Insurance	UnitedHealthcare	✓		27
Voluntary Life and AD&D Insurance	UnitedHealthcare		✓	28
Voluntary Short/Long-Term Disability	UnitedHealthcare		✓	29 - 30
ADDITIONAL BENEFITS				
Employee Assistance Program	ComPsych	✓		32
401(k) Retirement Plan	Voya	✓	✓	33 - 34
PTO	Waldom	✓		36
Corporate Discount Program	Working Advantage	✓		37
Holiday Schedule	Waldom	✓		38



COVERING YOU AND YOUR FAMILY

EMPLOYEES

Waldom is proud to offer a comprehensive benefits package to eligible, full-time employees who work at least 30 hours per week.

DEPENDENTS

Many of the plans allow you to cover your eligible dependents, which include:

- Legally married spouse
- Domestic partner
- Dependent children including:
 - Children up to age 26 regardless of student or marital status
 - Disabled children of any age who are (or become) physically or mentally incapable of self-support





ENROLLING IN YOUR BENEFITS

NEW HIRE

Benefits are effective the 1st of the month following 60 days of employment.

Visit masterelectronics.ultipro.com

What should you know?

- Elections made now will remain until the next open enrollment
- You may elect to participate or waive benefits that are offered to you

OPEN ENROLLMENT

During the annual benefits open enrollment period.

Visit masterelectronics.ultipro.com



- Your next open enrollment will be held in the **Fall 2024**

QUALIFYING LIFE EVENTS

Within 30 days of a qualifying life event.

Contact HR@Waldom.com

Did you have any changes in benefits or your family?

- Marriage or Divorce
- Birth or Adoption of child
- You and/or your dependents become eligible or lose coverage with another group health plan
- Spouse's Open Enrollment
- Change in work status (part-time to full-time)



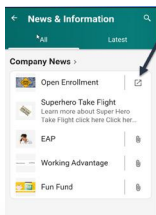
HOW TO ENROLL

WITH YOUR PHONE

1 Download the UKG Pro App from Google Apps or the Apple App Store

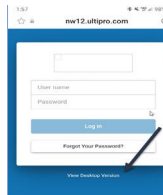
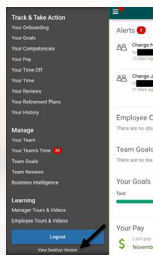
2 Click on the tile that has News & Information

3 Click on the pop-out icon on the right of Open Enrollment



4 It will open a web browser and on the View Desktop Version

5 Click on the 3 lines and then click on the View Desktop Version at the bottom of the screen



WITH YOUR COMPUTER

1 LOG INTO UKG

VISIT masterelectronics.ultipro.com

1. Menu
2. Myself
3. Open Enrollment - upper right corner
4. Click on blue link

2 VERIFY / UPDATE YOUR INFORMATION

Update your beneficiary, emergency contact, and dependent information. **You will need to have their names, birthdates, and social security numbers ready.**

3 SUBMIT YOUR ENROLLMENT

Go through each page of this enrollment. On the right side of each page, you will be able to view what your current elections are prior to electing for the new year.

A new screen will come up under Open Enrollment will be a link to complete the open enrollment wizard.



WHAT DOES THAT WORD EVEN MEAN?

TERM	DEFINITION
Annual Deductible (Jan 1 through Dec 31)	The amount you are required to pay per calendar year before certain benefits are paid for by the plan. Once you meet the deductible amount, expenses are covered by the plan based on the coinsurance percentage. This deductible starts over every January 1st.
Annual Out-of-Pocket Maximum (Jan 1 through Dec 31)	The most you pay in a calendar year for covered services that are subject to coinsurance/copays. The deductible is included in this amount. If you reach the annual out-of-pocket maximum, the plan pays 100% of covered in-network eligible expenses for the remainder of the plan year. Office visits and prescription copays are included in the annual out-of-pocket maximum for our medical plans. This maximum starts over every January 1st.
Balance Billing	When you are billed for the difference between the provider's actual charge and the amount reimbursed under the medical or dental plan. This occurs when you go outside of the preferred provider network. Balance billing does not apply towards out-of-pocket maximum.
Coinsurance	The percentage you pay for covered expenses.
Copayments or Copays	The flat dollar amount you pay for certain in-network services.
Explanation of Benefits (EOB)	Provides information about how your claim was processed by the insurance company. The EOB details what portion of the claim was paid by the insurance company and what portion is your responsibility.



WHAT DOES THAT WORD EVEN MEAN?

TERM	DEFINITION
Health Savings Account (HSA)	A special, tax-advantaged, interest-bearing account to help plan and pay for qualified health care expenses (including plan deductible) while covered by a qualified high deductible health plan.
High Deductible Health Plan (HDHP)	A plan with a higher deductible than a traditional insurance plan. You pay more health care costs yourself before the insurance company starts to pay its share (your deductible). A high deductible plan (HDHP) can be combined with a health savings account (HSA), allowing you to pay for certain medical expenses with money free from federal taxes.
In-Network	A group of doctors, hospitals and other healthcare providers that contract with a plan vendor to provide quality healthcare services at favorable rates.
Preferred Provider Organization (PPO)	A healthcare arrangement designed to provide healthcare services at a discounted cost for members to use designated providers (the network), but which also provides coverage (at a lower level) for services received from providers that are not part of the network.
Usual, Customary, and Reasonable (UCR) Charges	Healthcare charges that are determined by your health plan vendor and are based on the range of fees charged by doctors with comparable training and experience for the same or similar service in your area. When you receive in-network care, UCR charges do not apply. You are responsible for amounts over UCR for out-of-network care.



HEALTH **BENEFITS**



UNDERSTANDING YOUR BENEFITS

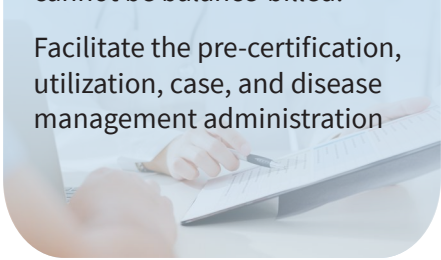


UNITEDHEALTHCARE IS THE NETWORK

They are responsible to:

Allow enrollees to access the UnitedHealthcare Choice Plus network (one of the largest national networks) through UMR. If you see a provider or facility within the UnitedHealthcare Choice Plus network you have access to network contracted rates and cannot be balance-billed.

Facilitate the pre-certification, utilization, case, and disease management administration



UMR IS THE THIRD PARTY ADMINISTRATOR

They are responsible to:

Maintain enrollment and eligibility records

Generate and mail ID cards

Process claims and issue Explanation of Benefit statements (EOBs)



OPTUMRX IS THE PHARMACY BENEFITS MANAGER (PBM)

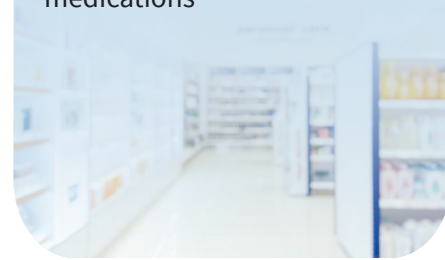
They are responsible to:

Develop and maintain the prescription drug formulary

Process pharmacy claims

Assist members with pre-authorization when required

Pharmacy case management for members taking Specialty medications





YOUR MEDICAL INSURANCE OPTIONS

Provided by UMR with UHC (new)



HDHP/HSA \$3,200	PPO \$1,000	PPO \$2,000
IN-NETWORK*	IN-NETWORK*	IN-NETWORK*
Choice Plus	Choice Plus	Choice Plus

HOW DOES IT WORK AT THE HOSPITAL?

Deductible Individual Family	\$3,200 \$6,400	\$1,000 \$2,000	\$2,000 \$4,000
In-patient Surgery	You pay 20% after deductible	You pay 20% after deductible	You pay 20% after deductible
Out-patient Surgery			

WHAT IS THE MOST I WILL PAY?

Out-of-Pocket Maximum** Individual Family	\$5,250 \$10,500	\$2,000 \$4,000	\$3,000 \$6,000
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HOW DOES IT WORK AT THE DOCTOR'S OFFICE?

Preventive Care	No Charge	No Charge	No Charge
Teladoc General Medicine & Dermatology			
Primary Care Physician	You pay 20% after deductible	\$20 Copay	\$20 Copay
Specialist		\$50 Copay	\$50 Copay

*Out-of-Network coverage is available for all medical plans. Please refer to your plan summary for full details.

Please refer to **page 21 (bullet 1) for more information about utilizing your out-of-network, out-of-pocket maximum benefits.



HDHP/HSA \$3,200	PPO \$1,000	PPO \$2,000
IN-NETWORK*	IN-NETWORK*	IN-NETWORK*

WHAT IS MY COST FOR TESTS AND LABS?

Minor Labs and Blood Work (ex: X-rays, routine blood work)	You pay 20% after deductible	You pay 20% after deductible	You pay 20% after deductible
Major Diagnostic (ex: MRI, CT, PET scan)			

WHAT IF I NEED EMERGENCY CARE?

Urgent Care	You pay 20% once you meet your deductible	\$50 Copay	\$50 Copay
Emergency Room		You pay 20% once you meet your deductible	You pay 20% once you meet your deductible

HOW MUCH DOES IT COST FOR PRESCRIPTIONS?

Retail (30-day supply) Certain maintenance drugs available at no cost to you!	Deductible then \$10 \$50 \$100	\$10 \$50 \$100	\$10 \$50 \$100
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HOURLY COST PER PAYCHECK (52)

	NON-TOBACCO	TOBACCO	NON-TOBACCO	TOBACCO	NON-TOBACCO	TOBACCO
Employee	\$11.31	\$34.38	\$11.31	\$34.38	\$9.00	\$32.07
Employee + Spouse	\$35.54	\$58.62	\$35.54	\$58.62	\$33.23	\$56.31
Employee + Child(ren)	\$30.92	\$54.00	\$30.92	\$54.00	\$28.62	\$51.69
Employee + Family	\$78.23	\$101.31	\$78.23	\$101.31	\$69.00	\$92.08

SALARY COST PER PAYCHECK (26)

	NON-TOBACCO	TOBACCO	NON-TOBACCO	TOBACCO	NON-TOBACCO	TOBACCO
Employee	\$22.62	\$68.77	\$22.62	\$68.77	\$18.00	\$64.15
Employee + Spouse	\$71.08	\$117.23	\$71.08	\$117.23	\$66.46	\$112.62
Employee + Child(ren)	\$61.85	\$108	\$61.85	\$108.00	\$57.23	\$103.38
Employee + Family	\$156.46	\$202.62	\$156.46	\$202.62	\$138.00	\$184.15

*Out-of-Network coverage is available for all medical plans. Please refer to your plan summary for full details.



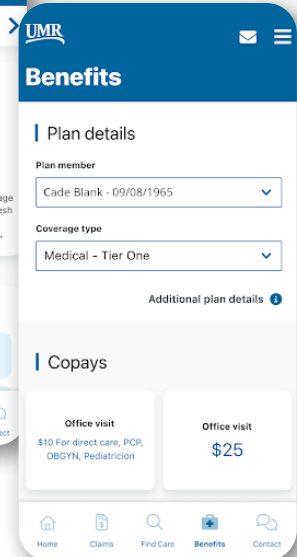
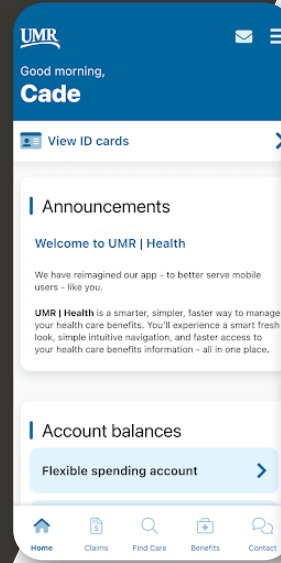
UMR'S MOBILE APP *ON THE GO!*

UTILIZE YOUR UMR APP

The UMR app makes it easy to access your healthcare benefits information. You can view your plan details on demand!

FEATURES:

- + Access your digital ID card
- + Look up in-network healthcare providers
- + Find out if there's a copay for your appointment
- + View your recent medical claims
- + Call or message UMR's member support team





PRESCRIPTION COVERAGE *Provided by OptumRx (new)*

The OptumRx website and app are fast, easy, and secure ways to get the information you need to make the most of your pharmacy benefit.

SET UP AN ONLINE ACCOUNT AND YOU CAN:

- Check drug prices
- Place a home delivery order
- Track home delivery order status
- Find a network pharmacy
- Sign up for automatic refills

SKIP THE PHARMACY LINE

Transfer eligible maintenance medications to Optum Home Delivery and get a 3-month supply delivered right to your door.

 [Click here to find out how to order your free blood glucose meter](#)

CONTACT OPTUM FOR MORE INFORMATION

Visit | optumrx.com Call | 877-559-2955

REGISTER NOW

1. Go to optumrx.com or scan the QR code below
2. Select Register on the home page
3. Enter the information from your member ID card
4. Create a username and password
5. Complete your profile





HEALTH SAVINGS ACCOUNT (HSA)

By enrolling in the HDHP/HSA \$3,200 medical plan, you get access to a Health Savings Account (HSA), which can be used to pay for qualified health care expenses.

ANNUAL CONTRIBUTIONS

ANNUAL CONTRIBUTION LIMITS

2024 (Individual Family)	\$4,150 \$8,300	Individuals age 55 and older are eligible to make catch-up contributions of an additional \$1,000 annually.
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WALDOM’S HSA CONTRIBUTIONS

Waldom will contribute \$400 toward your HSA. This will be credited at \$100 per month for the first 4 months of entry into the HDHP/HSA plan.

You should consult your tax advisor to determine your eligibility to receive contributions and contribute to an HSA.

WHO IS ELIGIBLE?

Anyone who fits **all** of the following conditions is eligible for our HSA:

- ✓ **IS** enrolled in our HDHP/HSA \$3,200 medical plan.
- ✗ **IS NOT** enrolled (and not planning to enroll) in: any other medical plan that has copays, Medicare, Tri-Care, or Medicaid.
- ✗ **IS NOT** eligible to be claimed as a dependent on someone else’s tax return.

HSA FACTS

YOU HAVE CONTROL

- You can use the funds on medical, dental and vision expenses for you and your family.
- There is no “use it or lose it” rule.

YOU SAVE ON TAXES

- All money deposited is tax free.
- Withdrawals for eligible expenses are exempt from federal income tax.
- You can earn interest tax free.

EXAMPLES OF ELIGIBLE EXPENSES

- Costs incurred at Hospitals, Dr’s offices, the Pharmacy and expenses for Acupuncture, Hearing Aids including batteries, Infertility Treatment, and Medical Supplies.



HSA ADVANTAGES

QUICK FACTS

ELIGIBLE EXPENSES



TELEHEALTH

RESOURCES

Provided by Teladoc (new)

AN AFFORDABLE OPTION - FOR QUALITY MEDICAL CARE

Teladoc gives you access 24 hours, 7 days a week to a U.S. board-certified doctor through the convenience of phone, video, or mobile app visits. This benefit is available to all employees and eligible dependents enrolled on the UMR medical plan at **no cost**. **Tip:** Before your first virtual care visit, set up your account online or on the app. In order for your doctor to help treat or advise you better, complete a brief medical history.

EXAMPLES OF MEDICAL CONDITIONS

Cold & Flu Symptoms | Allergies | Pink eye | Respiratory Infection | Sinus + skin Problems | And more!

FOR MORE INFORMATION

Visit | teladoc.com

Call | 800-835-2362

DOWNLOAD THE APP

Use your smartphone camera to scan the QR code so you can easily download the app to your phone. This app is available on the App Store and Google Play.





WELLNESS PROGRAM

Provided by Vitality (new)

GET REWARDED FOR TAKING CARE OF YOURSELF!

Vitality is a comprehensive, interactive and personalized wellness program that rewards you for making healthy choices. When you're healthy, you feel better and enjoy a better quality of life overall.

TO GET STARTED

1. Visit powerofvitality.com
2. Log in to your account or select "Register now"
3. Complete all the required fields

PROGRAM REWARDS

Vitality rewards your efforts to improve or maintain a healthy lifestyle. When you engage in health-related activities that we can track and measure, you will earn Vitality Points.

There are a wide variety of Vitality activities designed to empower you with tools to reach your optimal health:

- Take the Vitality Health Review (VHR)
- Set your health goal
- Exercise
- Get regular medical and dental screenings

VITALITY POINTS

As you earn Vitality Points, you increase your Vitality Status from Bronze to Silver to Gold to Platinum. The higher your status, the more points you will earn! **You can earn up to \$100 in Vitality bucks by completing 10,000 points.** Vitality bucks can be used to purchase gift cards or products in the Vitality Mall.

Log in to powerofvitality.com to learn more.

VITALITY STATUS POINT REQUIREMENTS:





WELLNESS

BENEFITS

Provided by Real Appeal | UHC

REAL APPEAL

realappeal.com

EVERYTHING YOU NEED TO LOSE WEIGHT.

Losing extra pounds is difficult, especially when you try to do it alone. That's why we're excited to offer Real Appeal, a program led by experts in weight management behavior change who have proven experience developing simple weight loss plans that actually work.

PERSONALIZED WEIGHT LOSS COACHING

Your coach will guide you through the program step by step, customizing it to fit your needs, preferences and goals. Plus, you can access your coach for an entire year so you'll have all the support and motivation you need whether you're losing weight or simply maintaining your results.

24/7 ONLINE SUPPORT + MOBILE APP

Staying accountable to your goals is easier than ever with: Customizable food, activity, weight, and goal trackers | Unlimited access to digital content | Success group support | The weekly Real Appeal All-Star Show featuring healthy tips from celebrities, athletes, and health experts | Weekly analysis, feedback, and goal reporting

SUCCESS KIT

Everything you need to kick-start your weight loss. Your kit will be delivered right to your front door, which includes: Step-by-step Success Guides | FitnessOnDemand™ | Quick and simple recipes | Nutrition guide | And more!



THE IMPORTANCE OF PREVENTIVE CARE

GET THE MOST OUT OF YOUR MEDICAL PLAN

Your medical plan covers in-network preventive care services at no cost to you! Preventive care can help keep you healthy and identify minor issues early, when they're easier—and less costly—to treat.

✓ **WHAT IS PREVENTIVE CARE?**

Preventive care includes a range of services to help keep you healthy. While regular (diagnostic) medical care focuses on treating illness, preventive care aims to keep you from getting sick in the first place.

✗ **WHAT IS NOT PREVENTIVE CARE?**

If you see a doctor because you have symptoms or have been diagnosed with an illness, the services you receive are not preventive.

Your medical plan still provides coverage for these services, but they are not covered at 100%.

Note: Your medical plan may charge a fee if you receive services from an out-of-network provider or if the preventive service is not the primary purpose of your office visit.

SEE WHAT TESTS AND SCREENINGS ARE RECOMMENDED FOR YOUR AGE!

Go to health.gov/myhealthfinder.

Note: You should call the insurance company to confirm which preventive services are covered under your medical plan.



TIPS TO SAVE MONEY



UTILIZE IN-NETWORK PROVIDERS.

Your medical costs increase when you visit a provider that is **not in your network**. Make sure to check and confirm your provider is in the correct UHC Choice Plus network, especially when being referred to another facility for services. Please note that the out-of-pocket maximum when you utilize out-of-network benefits is roughly 2x your in-network out-of-pocket maximum. *Refer to your SBC for more information.*



LIMIT YOUR VISITS TO THE EMERGENCY ROOM.

Visit the emergency room only in the case of a true emergency. Check your area for an Urgent Care location or Convenience Care Clinic.



SAVE TIME AND MONEY.

Take advantage of the mail order prescription drug program. Check out [optumrx.com](https://www.optumrx.com) for more details.



USE GENERIC PRESCRIPTIONS IF AVAILABLE.

Ask your doctor for a Generic or request the Generic equivalent when having your prescription filled. Check with your local retail pharmacy (Fry's, Walmart, Sam's Club, Target, Costco, etc.) to see if your generic medication is on their \$4 or \$10 Generic Prescription List. If your generic medication is on their list, you can save money and also reduce plan costs.



SAVE MONEY ON PRESCRIPTIONS WITH GOODRX.

GoodRx is 100% free - no obligations, no sign-ups. All you do is download the app, search for your medication, and save money. Even when a prescription drug is covered by insurance, GoodRx is frequently able to find cheaper prices.



YOUR DENTAL **INSURANCE OPTIONS** *Provided by UHC*



Individual | Family

Individual | Family

PPO BASE PLAN		BUY-UP PLAN	
In-Network	Out-of-Network	In-Network	Out-of-Network

NETWORK

Options PPO 20	Options PPO 30
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BENEFITS

In-Network Calendar Year Deductible	\$50 \$150	\$50 \$150
Maximum Benefit (Per Person)	\$1,000	\$2,500

HOW DOES THE PLAN WORK?

<i>Preventive Services</i> Cleaning and X-rays	These services are covered at 100%	These services are covered at 100%
<i>Basic Services</i> Fillings and Extractions	You pay 20% of the charges after deductible	You pay 20% of the charges after deductible
<i>Major Services</i> Crowns and Bridgework	You pay 50% of the charges after deductible	You pay 50% of the charges after deductible
<i>Endodontics</i> Root Canals	Covered as Basic	Covered as Basic
<i>Periodontics</i> Gum Disease	Covered as Basic	Covered as Basic



PPO BASE PLAN		BUY-UP PLAN	
In-Network	Out-of-Network	In-Network	Out-of-Network

ORTHODONTICS

Lifetime Maximum	N/A	50% up to \$2,500
Age Limit	N/A	Children up to age 26

COVERAGE CONSIDERATIONS

Out-of-Network Reimbursement	Maximum Allowable Charge	90 th Percentile
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YOUR COST PER PAYCHECK

	HOURLY (52)	SALARY (26)	HOURLY (52)	SALARY (26)
Employee	\$6.07	\$12.14	\$9.87	\$19.74
Employee + Spouse	\$11.99	\$23.99	\$19.54	\$39.08
Employee + Child(ren)	\$14.10	\$28.20	\$25.38	\$50.75
Employee + Family	\$22.00	\$44.01	\$38.65	\$77.30

WHAT DOES A BALANCE BILL AMOUNT LOOK LIKE?

Dr. Jones charges \$750 for a crown.



The Dental Plan will only cover **\$600**.

Since Dr. Jones isn't in the network, he has the right to bill you for the **\$150 difference, PLUS the 50% coinsurance** you still have to pay.

On the other hand, if you visit an **in-network** dentist, they have already agreed to charge the **\$600** that the plan covers for crowns, so you would only owe **50%** of that.



YOUR VISION

INSURANCE OPTION

Provided by UHC



UHC VISION

In-Network

Out-of-Network

NETWORK

Standard

BENEFITS

Eye Exam (<i>once every 12 months</i>)	\$10 copay	Reimbursed up to \$40
Eyeglass Lenses (<i>once every 12 months</i>) Single Bifocal Trifocal	\$25 copay	Reimbursed up to \$40 \$60 \$80
Frames (<i>once every 12 months</i>)	Up to \$130 allowance + 30% off balance over \$130	Reimbursed up to \$45
Elective Contacts (<i>once every 12 months</i>)	Up to \$130 allowance	Reimbursed up to \$130
Medically Necessary Contacts (<i>once every 12 months</i>)	Covered in full after copay	Reimbursed up to \$210

YOUR COST PER PAYCHECK

HOURLY (52)

SALARY (26)

Employee	\$1.11	\$2.23
Employee + Spouse	\$2.23	\$4.46
Employee + Child(ren)	\$2.25	\$4.50
Employee + Family	\$3.59	\$7.18



YOUR VISION

DISCOUNTS

Provided by UHC



YOUR VISION DISCOUNTS!

Just for being a member, you are eligible for extra discounts and savings when you see an in-network provider! You can find out more by visiting myuhcvision.com.

ADDITIONAL MATERIALS

- Receive up to 20% off for additional pair of eyeglasses or contact lenses

LASER VISION

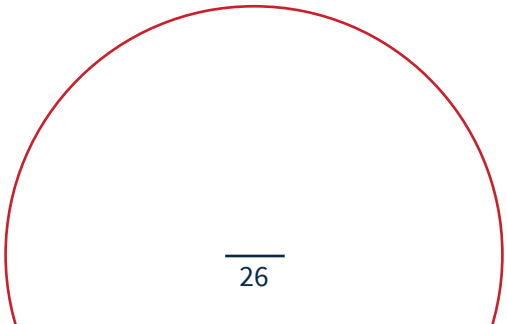
- Free Lasik exam and up to 35% off laser vision correction
- Provided by QualSight Lasik, for more information visit myuhcvision.com

HEARING AIDS

- You can save on custom-programmed hearing aids when you buy them through UnitedHealthcare Hearing
- For more information visit UHChearing.com and use the promo code: **MYVISION**



FINANCIAL **BENEFITS**



LIFE AND

AD&D INSURANCE *Provided by UHC*

EMPLOYER-PAID LIFE AND AD&D

It's important that our employees have some level of financial protection. That's why we provide eligible employees with Basic Life and AD&D coverage through UnitedHealthcare at no cost to you.

COVERAGE AMOUNT

Guaranteed coverage in the amount of **\$25,000**

AGE REDUCTION

Benefits reduce to 65% at age 65 and 45% at age 70



KEEP YOUR BENEFICIARY INFORMATION UP TO DATE!

Life and AD&D benefits are paid to the beneficiary on file, so make sure you keep your beneficiary information up to date!

You can change your beneficiary information at any time on your benefit enrollment platform.





VOLUNTARY LIFE AND AD&D

We provide all eligible employees the option of purchasing additional Life and AD&D insurance through UHC. These benefits provide valuable peace of mind and give you the option of covering your dependents. If you elect coverage for yourself, you are eligible to elect coverage for your spouse or dependent children as well.

EMPLOYEE BENEFIT

\$10,000 increments up to a maximum of \$500,000 (not to exceed 5x annual earnings)
Guarantee Issue: \$100,000

SPOUSE BENEFIT

\$5,000 increments up to a maximum of \$100,000 (not to exceed 100% of employee's election)
Guarantee Issue: \$30,000

CHILD BENEFIT (each)

- *From live birth but less than 14 days of age:* \$500
- *14 days of age but less than 6 months of age:* \$1,000
- *6 months of age but less than 26 years of age:* \$2,000 to \$10,000, in increments of \$2,000 (not to exceed 100% of employee's selection)

AGE REDUCTION

Benefits will be reduced to 65% at age 65, 45% at age 70, 30% at age 75, and 20% at age 80

THINGS TO KNOW!

1. A “**guarantee issue**” amount is the dollar amount of coverage you can be approved for without completing a health questionnaire—also commonly referred to as Evidence of Insurability (EOI). Guarantee issue amounts typically only apply during your initial enrollment period when hired.



NEW EMPLOYEES: Don't miss out on your guarantee issue opportunity!

2. New Hires this is your one time opportunity to elect additional life insurance up to the guaranteed issue with no medical questions asked!
3. Rates are based on your age and the amount of coverage you elect. (Spouse rates are also based on your age, not the spouse's age.)



DISABILITY INSURANCE

Provided by UHC

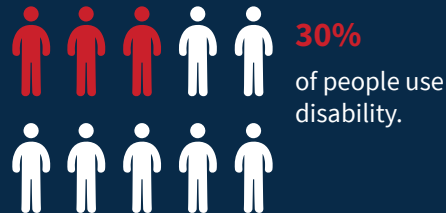
Both Short-Term and Long-Term Disability benefits are available to all eligible employees on a voluntary basis through UnitedHealthcare. In the event you become disabled from a non-work related injury or sickness, disability income benefits provide a source of income while you are unable to work.

GOOD TO KNOW! These benefits work together to make sure you don't have a gap in coverage. When this STD coverage is exhausted following 26 weeks of disability, long-term disability (LTD) coverage takes effect if you are still unable to return to work.

IMPORTANT STD NOTE! For those who live in **CA, CT, HI, MA, NJ, NY, OR, PR, RI, WA or WA D.C.** be sure to consider the Mandated State Disability Plans before you consider enrolling in our Group Disability Offering. The UHC Group Disability Plan will offset any benefit offered by your state.

View your STD and LTD plan details on the next page.

DID YOU KNOW?





VOLUNTARY STD

Voluntary Short-Term Disability (STD) through UHC provides income protection for disabilities that occur due to injury or sickness and last for a short period of time.

STD BENEFITS

Benefit Amount	60% Weekly Earnings
When are Benefits Payable?	Following a 14-day elimination period
Maximum Benefit	\$1,500 per Week
Maximum Benefit Duration	26 Weeks
Pre-existing Conditions Clause	3/12 <i>Received or treated 3 months prior, must wait 12 months to receive benefit</i>

VOLUNTARY LTD

Voluntary Long-Term Disability (LTD) through UHC provides income protection against a long-term injury or sickness that extends beyond the period covered by the short-term disability plan.

LTD BENEFITS

Benefit Amount	60% Monthly Earnings
When are Benefits Payable?	Following a 180-day elimination period
Maximum Benefit	\$10,000 per Month
Maximum Benefit Duration	RBD to Social Security Normal Retirement Age (SSNRA)
Pre-existing Conditions Clause	3/12 <i>Received or treated 3 months prior, must wait 12 months to receive benefit</i>

ADDITIONAL **BENEFITS**





EMPLOYEE ASSISTANCE PROGRAM

Provided by Guidance Resources and administered by Compsych

When you find yourself in need of some professional support to deal with personal, work, financial or family issues, your GuidanceResources (administered by ComPsych) Employee Assistance Program (EAP) can assist. You and your eligible dependents can use this program for a variety of issues, with unlimited telephonic consultation **at no charge**.

You and the members of your household have unlimited access to consultants by telephone and resources and tools online. You also have up to **8 face-to-face sessions** with a counselor per issue, per year.

FOR 24/7 ASSISTANCE:

Call 800-311-4327 | Visit [guidanceresources.com](https://www.guidanceresources.com)

AN EAP CAN ADDRESS THE FOLLOWING ISSUES:



WORK & CAREER



LEGAL ASSISTANCE



FAMILY & RELATIONSHIPS



FINANCIAL WELLNESS



SUBSTANCE ABUSE & ADDICTION



EMOTIONAL WELL-BEING

401K

RETIREMENT PLAN

Provided by Voya

Employees can save for retirement by contributing a percentage of their pay to pre-tax, Roth, and/or post-tax accounts in our 401(k) Plan (subject to the plan terms and IRS limits). The plan offers a variety of investment funds to accommodate individual financial strategies.

ELIGIBILITY

- You must be 18 years old
- Must be employed at Master for 2 months
- Part-time and full-time employees are eligible to participate

Once you meet the eligibility requirements, you can begin contributing to the plan the 1st payroll of the month following your eligibility for the plan. For example: if you started working in April, you would be eligible to join the plan with the first payroll in July.

CONTRIBUTIONS

You may defer between 1% and 100% of your eligible compensation into the plan up to the IRS limit of \$23,000 for 2024. If you are age 50 or older you may also make an additional “catch-up” contribution of up to \$7,500 for 2024.

MATCHING CONTRIBUTIONS

Waldom will match 100% on the 3%, and 50% on the next 2% of your salary.



WHY TIME IS MONEY!

Diane and David are both 35 years old, and earn a starting salary of \$35,000. Their goal is to retire at age 65.

DIANE



Diane gets off to an early start and begins to contribute 6% of her pay per year right away.

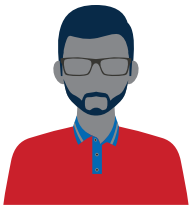
Annual Salary Increase: 3.5%

Employer Match: 50% match on a 6% salary deferral contribution (adding 3%)

Annual rate of return compounded biweekly: 7%

Total Contributions: \$162,600

DAVID



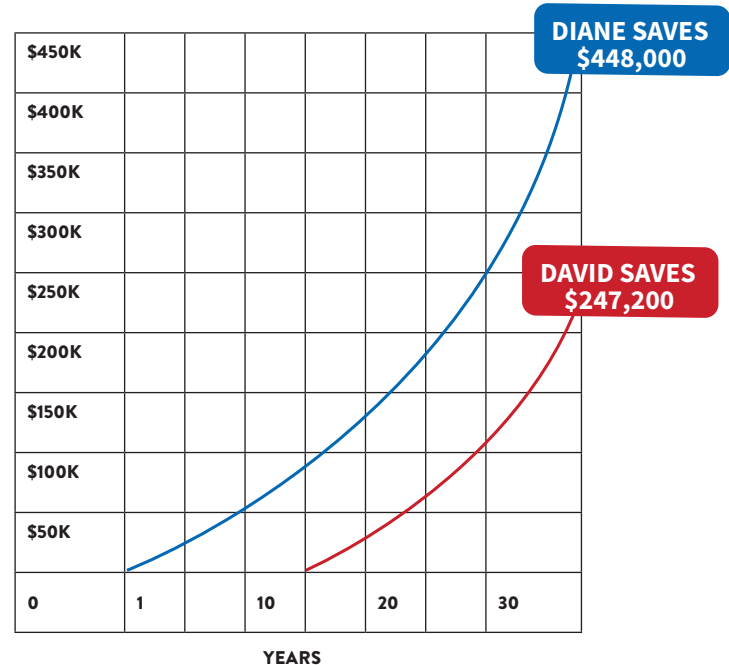
David drags his heels and doesn't start saving 6% of his pay until he has been employed for 10 years.

Annual Salary Increase: 3.5%

Employer Match: 50% match on a 6% salary deferral contribution (adding 3%)

Annual rate of return compounded biweekly: 7%

Total Contributions: \$125,700



By starting 10 years earlier, Diane's retirement savings can end up being almost double those of David's.

This example is for illustrative purposes only. The assumed rate of return is hypothetical and does not guarantee any future returns nor represent the return of any particular investment option. Amounts shown do not reflect the impact of taxes on pre-tax distributions Individual taxpayer circumstances may vary.



ADDITIONAL BENEFITS FOR YOU



LIVE WELL

Employees can take steps toward improved health and well-being (health screenings, health screenings, assessments, and coaching) and earn an incentive through voluntary participation in the Path to Physical Well-Being program.

In addition, our Live Well initiative provides flu shots, health challenges, and weight loss programs, which are available to employees at many company locations.



TUITION REIMBURSEMENT

Waldom provides a tuition reimbursement to full-time regular employees to help assist with their education expenses up to an annual amount of \$4,000.



HEALTH ADVOCATE

Healthcare assistance for employees and their families (regardless of health coverage) is offered through The MJ Companies.

Email | Client.Advocate@themjcos.com



RECOGNITION AWARDS

Recognition is presented to employees in honor of their years of service at Waldom. Employees can also receive financial awards in recognition for exceptional job performance when nominated by leadership and/or peers.

DISCLAIMER

The above information are highlights of Waldom total rewards package. If there are any inconsistencies between this brochure and the official plan documents, the plan documents will govern. Waldom reserves the right to modify, amend, or terminate any benefit plan, in whole or in part, with or without prior notice, at any time.



PAID TIME OFF & LEAVE

PAID TIME OFF (PTO)

At Waldom all full-time regular employees earn PTO, which combines vacation and sick time in one flexible bucket. PTO is accrued weekly based on years of service. Accrual will begin on day one and is available to use after 90 days.

VOLUNTEER TIME OFF (VTO)

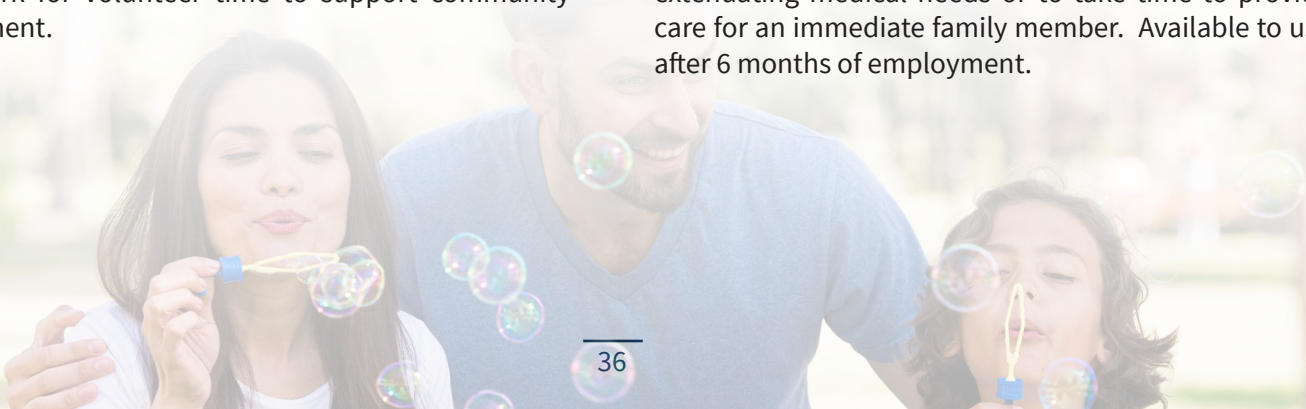
Available to full-time employees with no minimum service requirement required to participate and provides 1 day per calendar year of flexible paid time off away from work for volunteer time to support community involvement.

MATERNITY & PATERNITY LEAVE

Full time, regular employees may be eligible for up to 8 weeks of paid Maternity leave, or 4 weeks of paid Paternity leave following the birth of the employee's child or placement of a child with the employee in connection with adoption or foster care. Available to use after 9 months of employment.

MEDICAL LEAVE

All full time, regular employees may be eligible for up to four weeks of unpaid Medical Leave for employees with extenuating medical needs or to take time to provide care for an immediate family member. Available to use after 6 months of employment.





CORPORATE DISCOUNT PROGRAM

working
ADVANTAGE

Waldom has partnered with Working Advantage to offer a one-stop shop for exclusive and convenient savings on the products, services, and experiences you know and love.



MAKE THE MOST OUT OF YOUR WORKING ADVANTAGE MEMBERSHIP!

Get instant access to exclusive deals, limited-time offers and members-only perks on the products, services and experiences you need and love. With something to excite every interest, its time to spend less and enjoy more this season.

NEW TO WORKING ADVANTAGE?

Getting started is easy.

1. Visit workingadvantage.com
2. Click Become a Member
3. Enter your company code “**MASTERELECT**” or work email to create an account.

YOUR 2024 HOLIDAY SCHEDULE

NEW YEAR'S DAY
1/1/2024



MEMORIAL DAY
5/27/2024




INDEPENDENCE DAY
7/4/2024



LABOR DAY
9/2/2024



FLOATING HOLIDAY
1 day of employee's choice



THANKSGIVING DAY
11/28/2024



DAY AFTER THANKSGIVING
11/29/2024



CHRISTMAS EVE
12/24/2024



CHRISTMAS DAY
12/25/2024





IMPORTANT BENEFIT CONTACTS

BENEFIT	PROVIDER	PHONE	WEBSITE / EMAIL
Medical	UMR	800-826-9781	umr.com
Pharmacy	OptumRx	800-826-9781	optumrx.com
Telehealth	Teladoc	800-835-2362	teladoc.com
Dental Vision	UnitedHealthcare	866-633-2446	myuhc.com myuhcvision.com
Health Savings Account	HSA Bank	800-357-6246	hsabank.com
Basic / Voluntary Life and AD&D	UnitedHealthcare	888-299-2070	myuhc.com
Short-Term and Long-Term Disability	UnitedHealthcare	888-299-2070	myuhc.com
Employee Assistance Program	Guidance Resources CompPsych	800-311-4327	guidanceresources.com
401(k) Retirement Plan	Voya	800-584-6001	voyaretirementplans.com
401(k) Advisor	Dbie Johnson	480-304-5290	Dbie@bcg401kadvisors.com
Corporate Discount Program	Working Advantage	N/A	workingadvantage.com
Benefit Questions	The MJ Companies	N/A	Client.Advocate@themjcos.com
Anita Countryman <i>Human Resources Manager</i>	Waldom	N/A	HR@Waldom.com



HOW TO FIND AN IN-NETWORK PROVIDER

MEDICAL UMR WITH UHC

umr.com

1. Select Find a provider
2. Select Medical
3. Under Provider network type in **UnitedHealthcare Choice Plus Network**
4. Select Search
5. Select View Providers
6. Enter your location
7. Search for providers and services
8. Select Search

DENTAL UNITEDHEALTHCARE

myuhc.com

1. Select Find a Dentist
2. Select your location
3. Select **National Options PPO 20** (low plan) or **National Options PPO 30** (high plan) as your network
4. Search by location, dentist name, or practice name
5. Select Search

VISION UNITEDHEALTHCARE

myuhc.com/vision

1. On the right side, enter location information
2. Select Search



Back to beginning.



WALDOM ELECTRONICS
*your supply chain advantage**

The information in this Enrollment Guide is presented for illustrative purposes and is based on information provided by the employer. The text contained in this Guide was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between the Guide and the actual plan documents, the actual plan documents will prevail. All information is confidential pursuant to the Health Insurance Portability and Accountability Act of 1996.