

2024 HOURLY BENEFITS AT A GLANCE



HEALTH CARE

We offer a comprehensive health plan to meet your needs, including coverage for medical, dental, vision & prescription drugs. Some key features:

- You are eligible for health coverage on your first day of employment.
- Eligible dependents include spouse/domestic partner (same or opposite sex) and your qualified dependent child (including children of your domestic partner).
- Preventive care (in-network) at no cost to you.
- Dental coverage up to \$1,500 annually, and Orthodontia coverage at 50% up to \$1,500 lifetime maximum.
- Vision coverage for eye exams and prescription lenses every calendar year; frames every 24 months.
- A triple tax-advantaged Health Savings Account (HSA) you can use to pay for eligible medical expenses now and in the future. Subject to IRS contribution limits.
- 50% medical, dental and vision discount for employees with an annualized base salary less than \$50,000, 25% discount for employees with an annualized base salary between \$50,000 and \$75,000.
- Covered employees and spouses/domestic partners may each earn up to \$500 per person, for a total of up to \$1,000 in company incentive contributions into your HSA through Cigna's MotivateMe.
- If you are enrolled in the HSA plan, you can also choose to add a Limited Purpose Flexible Spending Account (LPFSA) to supplement your savings, up to \$3,200 annually.
- A personal Health Advocate is available to help you navigate the health care system.
- Reimbursement up to \$35,000 per surrogacy arrangement or for fertility-related costs (no medical diagnosis required).

RETIREMENT / SAVINGS

Deferred Profit-Sharing (DPS) Plan

PERSONAL CONTRIBUTION: From your hire date, you can contribute up to 35% of your base salary (pre-tax, after-tax and/or Roth) subject to IRS contribution limits.

COMPANY MATCH: If you contribute to the Plan, you will be eligible for 50 cents on the dollar match of what you contribute, up to 6% of your base salary, after one year of service.

SUPPLEMENTAL CONTRIBUTION: You will earn a supplemental contribution of 3% of eligible earnings to your DPS account. The contribution will be made at the beginning of the following calendar year after you complete one year of eligible service. No employee contributions are necessary to earn this supplemental contribution.

PROFIT-SHARING CONTRIBUTION: You can also receive an additional Profit-Sharing Contribution of up to 3% of eligible earnings based on Ste. Michelle's performance against annual Operating Company Income targets and execution of business strategies. This contribution will be made at the beginning of the following calendar year once the company's performance is determined, and you must have one year of eligible service to qualify.

PROTECTION

Short-Term Disability (STD)

If you are unable to work due to illness, injury, or disability, after an absence of more than 7 days, STD will provide you with up to 26 weeks of pay, with the first 4 weeks paid at 100% of your annual base pay, and the following 22 weeks paid at 70% of your annual base pay.

Long-Term Disability (LTD)

You are eligible to enroll in a supplemental LTD plan through The Hartford and will cover 60% of your base pay subject to formula limitations.

Group Life Insurance

Life insurance is provided to active employees in the amount of your annual base salary rounded up to the nearest \$500, then multiplied by two. The company pays 100% of the premium.

Supplemental Life Insurance

You are eligible to enroll in this voluntary, employee-paid supplemental life insurance. Coverage amounts range from 1x-3x base salary (certain limits may apply). Coverage for spouse/domestic partner and children is also available.

AD&D Insurance

In the event of accidental death or dismemberment, you and/ or your family would receive financial protection through this additional insurance.

Supplemental AD&D Insurance

You are eligible to enroll in this voluntary, employee-paid supplemental AD&D insurance. Coverage amounts range from 1x-3x base salary (certain limits may apply). Coverage for spouse/domestic partner and children is also available.

Paid Parental Leave

You are eligible for up to 6 weeks of full pay for bonding with a new child.

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WORK-LIFE

Holidays

You are eligible for the thirteen company paid holidays every year. Paid holiday calendar for the current year will be provided upon hire.

Vacation

Non-California employees are eligible for vacation based on the following schedule:

- Less than 10 years of service = 3 weeks
- 10-19 years of service = 4 weeks
- 20+ years of service = 5 weeks

California employees are eligible for vacation based on the following schedule:

- Less than 10 years of service = 4.62 hrs./pay period (120 hrs./yr.)
- 10-19 years of service = 6.16 hrs./pay period (160 hrs./yr.)
- 20+ years of service = 7.10 hrs./pay period (200 hrs./yr.)

Upon eligibility, Part-time employees are eligible to receive prorated paid vacation based on the full-time vacation schedule.

Sick Time

All employees will accrue sick leave at 1 hour for every 30 hours worked, with no annual maximum. Employees will be permitted to rollover up to 48 hours to the next year.

PPT (Personal Paid Time)

Non-California Full-Time Salaried employees will have 20 hours of PPT to use during the current calendar year. These hours will be available at the beginning of each new year. These hours will not rollover to the next year.

California employees begin to accrue PPT at a rate of .77 hours per pay period upon their hire date.



Dependent Care Flexible Spending Account

You can have pre-tax dollars set aside to pay for your eligible dependents' care expenses. Contribute up to \$5,000 each year via payroll deductions.

Employee Assistance Program (EAP)

Our EAP services may help you and your household members resolve personal issues, and balance work and life. Some services include child and elder care resources, counseling and legal consultation referrals, pet sitting services and so much more.

Surrogacy / Fertility Assistance

For employees who want to create a family through surrogacy or fertility treatments (medical diagnosis of infertility not required), the company reimburse you up to \$35,000 per surrogacy arrangement or for fertility-related costs (e.g., IVF treatments). Also available is a lifetime maximum of \$10,000 for cryopreservation.

Adoption Assistance

You are eligible for adoption assistance including resource and referral services (through the EAP) and financial reimbursement (through the company) of up to \$35,000 per child immediately upon hire.

Designated Driver Program

Should you have the slightest doubt regarding your sobriety and a designated driver is not available, we will reimburse you for your Taxi, Uber, or Lyft fare, whether or not you are on company business.

PERKS

You may be eligible for other benefits based on your location, such as:

- Discounts at outside companies including Core Power Yoga, Woodland Park Zoo, and more from our partnership with PerkSpot
- Pet Insurance benefits
- Company store access and employee wine discounts

FOR MORE INFORMATION:

Full-Time Hourly Employees

Please visit benefits.smwe.com for more information on your benefits.

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This summary is for informational purposes only. All benefits are subject to applicable official plan documents, including restrictions and limitations. In the event of conflict or omissions, the applicable plan documents and company policies are the official documents for providing benefits information. The plan sponsor reserves the right to change or discontinue any of these plans at any time.

*This information applies to full-time hourly employees of Ste. Michelle Wine Estates hired on or after 1/1/2024.

