

2025 SALARIED 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:

- As a regular full-time employee, 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, prescription lenses, and frames every calendar year.
- You are eligible for several savings account options depending on the medical plan you enroll in, including Health Savings Account (HSA), Limited Purpose FSA (LPFSA), Full-Purpose FSA, or a Health Awards Account. Subject to IRS contribution limits.
- Ste. Michelle Wine Estates makes an average premium contribution of 85% towards your medical, dental and vision benefits.
- Covered employees and spouses/domestic partners may each earn up to \$500 per person, for a total of up to \$1,000 in contributions through the company's wellness incentive programs.
- A personal Health Advocate is available to help you navigate the health care system.
- Lifetime reimbursement benefit up to \$20,000 toward surrogacy, adoption, or fertility 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.

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 at 70% of your annual base pay. The company pays 100% of the premium.

Long-Term Disability (LTD)

You are eligible to enroll in a supplemental LTD plan through The Hartford. LTD pays a benefit if you are disabled longer than 180 days, paying up to 60% of your base pay, with a monthly maximum benefit of \$15,000.

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.

AD&D Insurance

Our group life insurance benefit includes Accidental Death and Dismemberment coverage (AD&D). AD & D insurance provides additional payment, up to your life insurance benefit amount, in the event of accidental death, or loss of limb or eyesight.

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.

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 a supplemental benefit provided by the company that runs concurrently with supplemental disability and/or state paid leave programs to ensure parents receive 100% of their salary for up to 6 weeks to care for a newborn or newly adopted child.

*This information applies to full-time salaried employees of Ste. Michelle Wine Estates hired on or after 1/1/2025.

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WORK-LIFE

Holidays

You are eligible for 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 (120 hrs/yr)
- 10-19 years of service = 4 weeks (160 hrs/yr)
- 20+ years of service = 5 weeks (200 hrs/yr)

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 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 pre-tax dollars 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.

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 to your home at the end of the night, 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 Woodland Park Zoo and more from our partnership with PerkSpot
- Pet Insurance benefits
- Company store access and employee wine discounts
- Receive up to \$3,000 or more when you buy or refinance a home through the Ste. Michelle Homeownership Benefits program

FOR MORE INFORMATION:

Full-Time Salaried Employees

Please visit benefits.smwe.com and enter SMWESal as the User Name for more information on your benefits.

Updated: 10/7/2024

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.

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STE MICHELLE
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