



# BENEFITS FOR ALL STAGES OF LIFE



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for a digital  
version of  
this guide

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EMPOWERED TO THRIVE

# AT ALL STAGES OF LIFE

Since our founding 70 years ago, Worthington Enterprises has led the way with a people-first culture prioritizing taking care of one another because it is simply the right thing to do. Our Philosophy that people are our most important asset is reflected in the comprehensive benefits program the company offers to its employees and their families – **for all stages of life.**

The following pages outline how various benefits may support you during common experiences. Scan the QR code below to visit **worthingtonbenefits.com** where most of the information is available. If you have any questions, please contact our People Center.




worthingtonbenefits.com

## PEOPLE CENTER

### Hours

Monday – Friday, 8 A.M. – 5 P.M. ET

 **Phone:** 877-840-6506

 **Email:** WPC@WTHG.COM



# EARLY-CAREER BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE IN YOUR EARLY CAREER

## MAKING BENEFIT CHANGES

Aside from changing your HSA contributions, you can only make changes to your benefit elections during the year if you experience a **major life event**, such as marriage, divorce, birth or adoption, or changes in dependent eligibility. For most life events, changes must be made within 30 days.

## PICK THE RIGHT BENEFITS

Try our **online comparison tool** to help you choose the right benefit plans.

## HELP NAVIGATING HEALTH CARE

Access your medical ID card and work with your **Anthem** Family Advocate to navigate your care. Chat online or call **833.824.2292**.

Need help deciding whether to go to Urgent Care, the Emergency Room, or see your doctor? Contact your Anthem Family Advocate through **anthem.com** or the SydneyHealth app.

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**Anthem** 





# EMPOWERED TO THRIVE IN YOUR EARLY CAREER

## MORE WAYS TO SAVE

Use the Worthington Pharmacy and get free standard shipping when you sign up for the mail-order program.

New to Health Savings Accounts (HSAs)? Learn how they help you cover eligible medical expenses tax free. If you're covered by a Worthington medical plan, the company contributes to your HSA twice per year (50% on the first pay date in January and 50% on the first pay date in July) to help your savings grow even more. Employees hired in the second half of the year will receive a prorated contribution in December. **Reminder:** Don't forget to designate a beneficiary with HealthEquity.

Get discounted pet insurance coverage with ASPCA Pet Health Insurance.

## SUPPORT WHEN YOU NEED IT

Worthington offers various leave and disability programs to support your needs, including Parental Leave, Short-Term Disability and Family Medical Leave (FML). Contact Broadspire if you need to take time away from work.

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FAMILY MEDICAL &  
WELLNESS CENTER

HealthEquity®

ASPCA®

Broadspire®  
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# EMPOWERED TO THRIVE IN YOUR EARLY CAREER

## MANAGE YOUR MONEY LIKE A PRO

Try **Morgan Stanley at Work** for expert financial advice on paying off student loan debt, budgeting, building your savings and more.

**Morgan Stanley**  
**AT WORK**

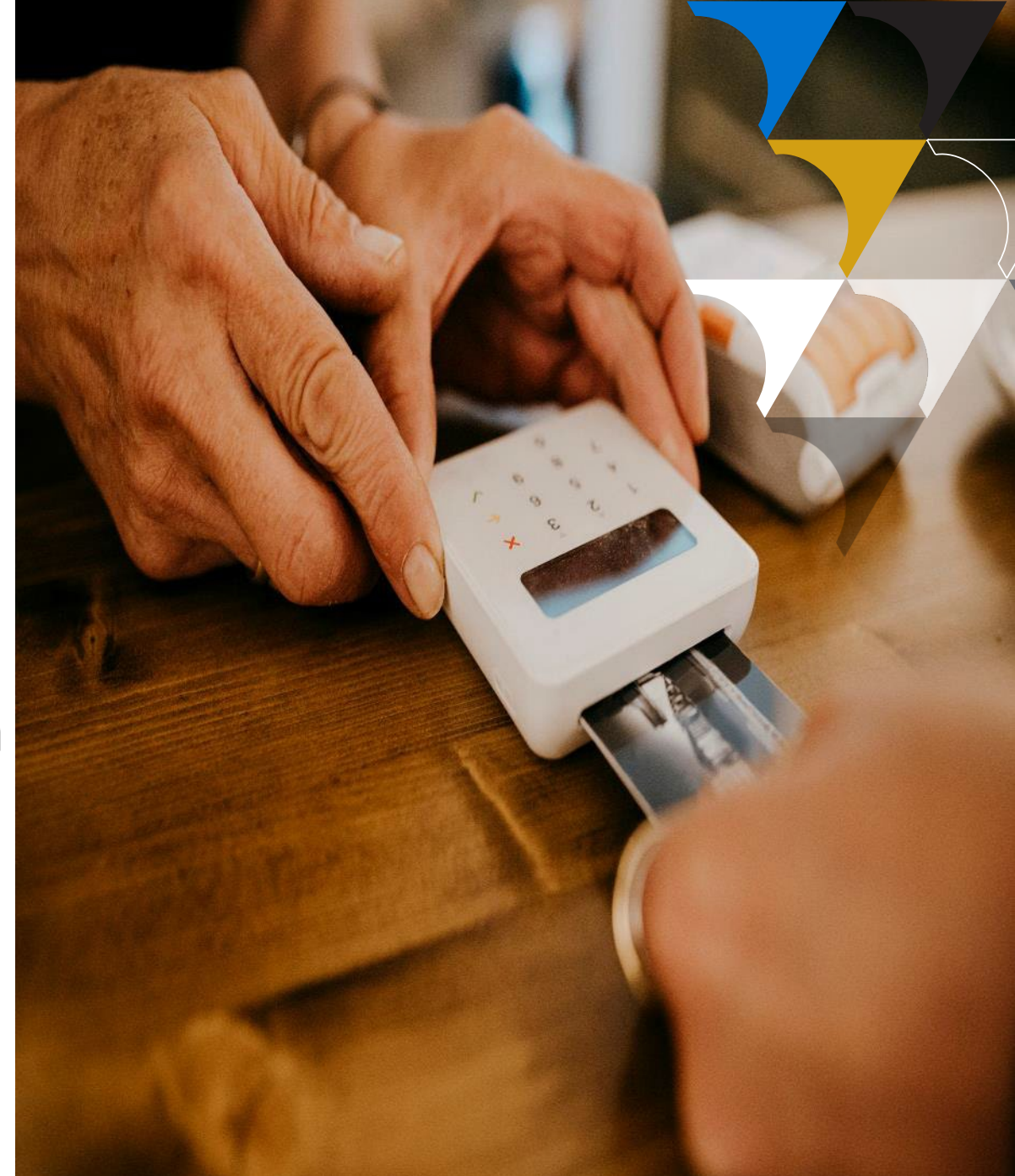
Worthington's **401(k) Plan** helps you invest in your future. Even if you can only contribute a small amount, start now while you have the longest time to save.

**Pro tip:** Contribute enough to maximize the company match and don't forget to designate a beneficiary with Fidelity!

**Fidelity**

Worthington provides Basic Life and Accidental Death & Dismemberment (AD&D) coverage. Consider if you need supplemental **life insurance** and be sure to designate your beneficiary when you enroll.

 **securian**  
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# EMPOWERED TO THRIVE IN YOUR EARLY CAREER

## TAKE CARE OF THE WHOLE YOU

**Worthington's Wellness Program** supports your total wellbeing. Employees and spouses who complete wellness challenges and activities through Anthem will have the opportunity to win one of twelve \$100 Mastercard gift cards each quarter. **Reminder:** Employees and spouses enrolled in Worthington medical coverage as of January 1, 2026, must complete a health screening with a blood draw by September 30, 2026, to avoid a \$480/year per person wellness surcharge during the calendar year 2027.

Offered at no cost to you, the **SupportLinc Employee Assistance Program (EAP)** offers confidential support and up to eight counseling sessions per situation for a range of mental health needs to help you feel your best.

**Hinge Health** helps you stay healthy and manage joint pain with virtual, digital exercise therapy and stretches you can do from home.

Available at no cost to you, **Virta** helps you manage through a combination of nutritional therapy and virtual care focused on lasting behavior change and safe medication deprescription.



# MID-CAREER BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE IN YOUR MID CAREER

## ENROLLING AND MAKING BENEFIT CHANGES

Aside from changing your HSA contributions, you can only make changes to your benefit elections during the year if you experience a **major life event**, such as marriage, divorce, birth or adoption, or changes in dependent eligibility. For most life events, changes must be made within 30 days.

## GET THE MOST OUT OF YOUR

Consider your family's needs and budget, then compare **both medical plans**.

Maximize your **Health Savings Account (HSA)** savings by contributing up to the annual IRS limit. Grow your savings even more through investment earnings.

**Remember:** You can adjust your HSA contributions at any time during the year, up to IRS limits.

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Anthem 

HealthEquity<sup>®</sup>



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# EMPOWERED TO THRIVE IN YOUR MID CAREER

## HELP NAVIGATING HEALTH CARE

Access your medical ID card and work with your **Anthem** Family Advocate to navigate your care. Chat online or call **833.824.2292**.

Get answers to your health care questions, help resolving claims issues, and more with your Anthem Family Advocate through [anthem.com](https://www.anthem.com) or the Sydney Health app.

## SUPPORT FOR YOUR FAMILY

Cover eligible daycare expenses tax free with a **Dependent Care Flexible Spending Account (DCFSA)**.

Worthington offers various leave and disability programs to support your needs, including Parental Leave, Short-Term Disability and Family Medical Leave (FML). Contact **Broadspire** if you need to take time away from work.

Get discounted pet insurance coverage with **ASPCA** **Pet Health Insurance**.





# EMPOWERED TO THRIVE IN YOUR MID CAREER

## MANAGE YOUR MONEY LIKE A PRO

Morgan Stanley at Work offers expert financial, saving, and investment advice —available at no cost to you — so you can make smart money moves at every career stage.

**Morgan Stanley**  
**AT WORK**

Maximize your savings in Worthington's **401(k) Plan**:

- Increase your contributions over time through auto-increases
- Review your investments and adjust your asset allocations periodically
- Maximize the company match
- Make sure your beneficiary designation is up to date with Fidelity and reflects your wishes.

**Fidelity**

Life insurance offers financial support when the unexpected happens. **Reminder:** Review your beneficiary designation through the enrollment site to make sure it's up to date.

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# EMPOWERED TO THRIVE IN YOUR MID CAREER

## TAKE CARE OF THE WHOLE YOU

**Worthington's Wellness Program** supports your total wellbeing with resources and opportunities to earn points toward a \$100 gift card. **Reminder:** Employees and spouses enrolled in Worthington medical coverage as of January 1, 2026, must complete a health screening with a blood draw by September 30, 2026, to avoid a \$480/year per person wellness surcharge during the calendar year 2027.

Through the **SupportLinc Employee Assistance Program (EAP)**, you can get mental health support at no cost to you. Complete a confidential assessment to get started, reach out to a Mental Health Navigator, or try Textcoach® or video counseling for more convenient therapy options.

**Hinge Health** helps you manage joint health with virtual, digital exercise therapy.

Available at no cost to you, **Virta** helps you manage through a combination of nutritional therapy and virtual care focused on lasting behavior change and safe medication deprescription.



# LATE-CAREER BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE IN YOUR **LATE CAREER**

As you approach age 65, it's time to start thinking about Medicare and healthcare coverage after you retire. Review our **Retirement Booklet: A Guide for Employees for helpful information** about your options or visit **medicare.gov**.

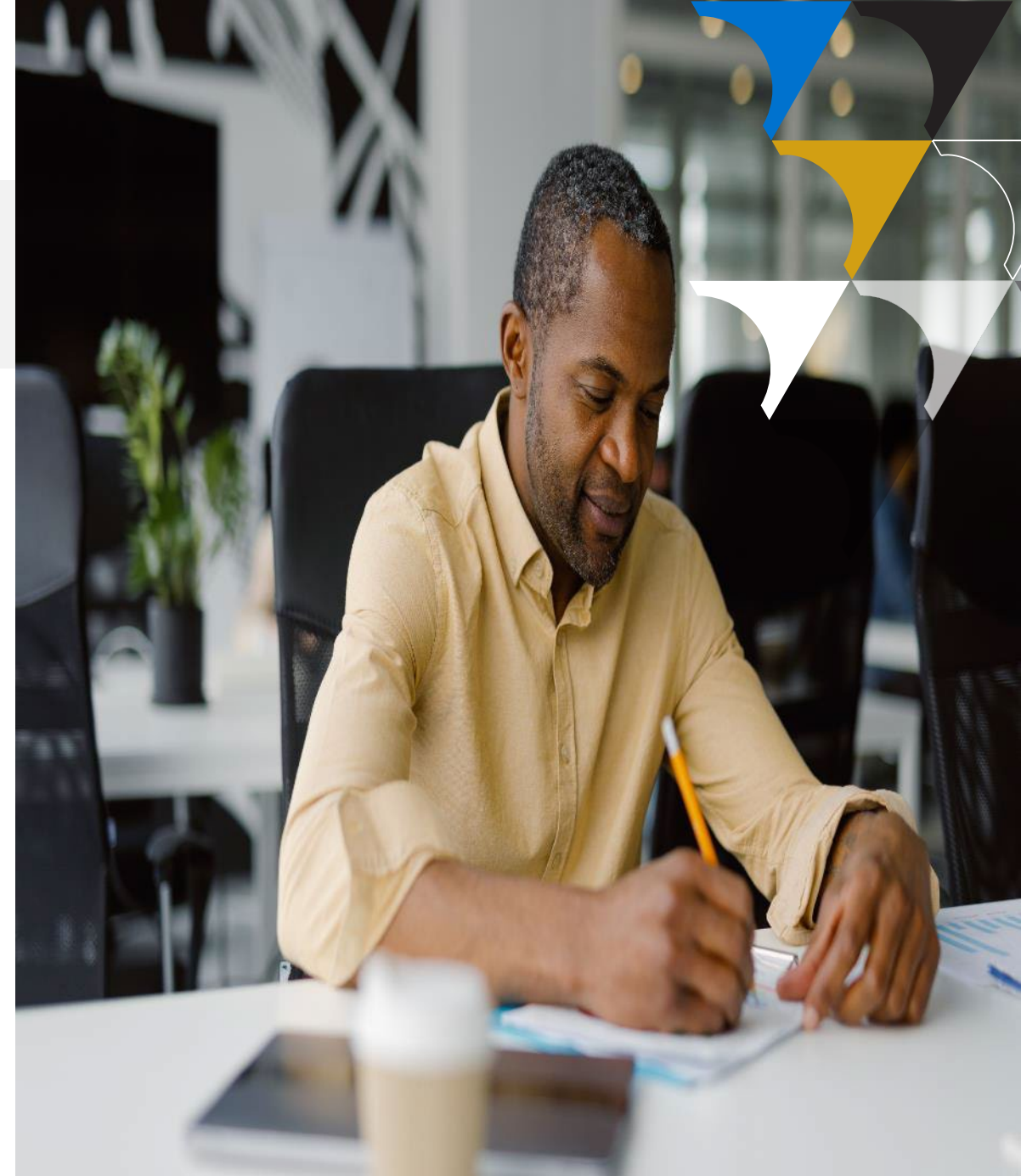
## **GET THE MOST OUT OF YOUR MEDICAL COVERAGE**

Stay healthy with your annual check-up and routine health screenings. Preventive care is covered at 100% in both Worthington medical plans and Medicare Part B.

If you enroll in another medical plan like Medicare, IRS rules prevent you from contributing to a Health Savings Account (HSA). Instead, you can consider a Health Reimbursement Account (HRA). Call the People Center at **877.840.6506** or email **WPC@wthg.com** to learn more.

**Tip:** You can delay your Medicare enrollment until you retire to continue participating in Worthington's HSA. Consider contributing up to the annual IRS limit, then grow your savings more through investment earnings.

It's important to consider your health care options as you approach retirement. Medicare Choice Group provides one-on-one guidance and detailed coverage options based on your needs.





# EMPOWERED TO THRIVE IN YOUR LATE CAREER

## SUPPORT FOR YOUR FAMILY

Worthington offers various leave and disability programs to support your needs, including Short-Term Disability and Family Medical Leave (FML). Contact **Broadspire** if you need time away from work.

Get discounted pet insurance coverage with **ASPCA** **Pet Health Insurance**.

## MANAGE YOUR MONEY LIKE A PRO

Get help planning for retirement, managing your investments, and more. **Morgan Stanley at Work** offers expert financial advice, available at no cost to you.

**Broadspire**  
A CRAWFORD COMPANY

**ASPCA**

**Morgan Stanley**  
**AT WORK**



# EMPOWERED TO THRIVE IN YOUR LATE CAREER

## MAXIMIZE YOUR SAVINGS

If you have participated in Worthington's **401(k) Plan**:

- You can make catch-up contributions when you reach age 50.
- You can begin taking distributions from your account without early withdrawal penalties if you turn age 55 during the calendar year you leave the company.
- Starting at age 59½, the IRS allows penalty-free withdrawals.

Need help figuring out how to fit your 401(k) savings into your financial plan? Schedule a free consultation with **Morgan Stanley at Work**, which can also help you decide how much life insurance you may need.

**Reminder:** Review your life insurance beneficiary designation through the enrollment site to make sure it's up to date.

**Fidelity**

**Morgan Stanley**  
**AT WORK**





# EMPOWERED TO THRIVE IN YOUR LATE CAREER

## TAKE CARE OF THE WHOLE YOU

**Worthington's Wellness Program** supports your total wellbeing with resources and opportunities to earn points toward a \$100 gift card. **Reminder:** Employees and spouses enrolled in Worthington medical coverage as of January 1, 2026, must complete a health screening with a blood draw by September 30, 2026, to avoid a \$480/year per person wellness surcharge during the calendar year 2027.

Through the **SupportLinc Employee Assistance Program (EAP)**, you can get confidential mental health support. Complete a confidential assessment to get started, reach out to a Mental Health Navigator, or try Textcoach® or video counseling for more convenient therapy options.

**Hinge Health** helps you manage joint health with virtual, digital exercise therapy.

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# FAMILY BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE DURING FAMILY CHANGES

## MAKING BENEFIT CHANGES

You can only make changes to your benefit elections during the year if you experience a **major life event**, such as marriage, divorce, birth or adoption, or changes in dependent eligibility. For most life events, changes must be made within 30 days.

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## HELPING NAVIGATE HEALTHCARE

Access your medical ID card and work with your **Anthem** Family Advocate to navigate your care. Chat online or call **833.824.2292**.

**Anthem** 

Get answers to your health care questions, help resolving claims and learn about the maternity program with your Anthem Family Advocate through **anthem.com** or the Sydney Health app.

  
**sydney**

## HELP DURING AND AFTER PREGNANCY

The Building Healthy Families program and breastfeeding support are available through video visits on the Sydney Health app. Doctors are available anytime – no appointment needed. For breastfeeding assistance, you can schedule secure visits with a lactation consultant, counselor or registered dietitian.





# EMPOWERED TO THRIVE DURING FAMILY CHANGES

## SUPPORT FOR YOUR FAMILY

Worthington's **Adoption Reimbursement** and the **Adoption Flexible Spending Account (FSA)** help you cover eligible adoption-related expenses.

Having a baby? Cover eligible daycare expenses tax free with a **Dependent Care Flexible Spending Account (DCFSA)**.

Take time away to care for family with company-paid **parental leave**. Contact **Broadspire** to initiate parental leave.

Get discounted pet insurance coverage with **ASPCA** **Pet Health Insurance**.

## FINANCIAL WELLNESS

Get expert financial advice through **Morgan Stanley** at Work on everything from saving for college with a 529 Plan to saving for retirement.

Review and update your beneficiary designation in the **401(k) Plan** with Fidelity.

Review and update your **life insurance** beneficiary designation.



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# EMPOWERED TO THRIVE DURING FAMILY CHANGES

## CARING FOR THE WHOLE YOU

Stay well and earn prizes when you complete different wellness challenges with **Worthington's Wellness Program**. **Reminder:** Employees and spouses enrolled in Worthington medical coverage as of January 1, 2026, must complete a health screening with a blood draw by September 30, 2026, to avoid a \$480/year per person wellness surcharge during the calendar year 2027.

The **SupportLinc Employee Assistance Program (EAP)** offers referrals for child and elder care services, as well as confidential support to help you cope with family issues, stress, work-life balance and more.

**Hinge Health** helps manage joint and women's pelvic health with virtual, digital exercise therapy you can do from the comfort of home. The pelvic floor exercise program includes virtual visits with a physical therapist, personalized care plan with in-app exercises and guided meditation for mind-body connection.

Available at no cost to you, **Virta** helps you manage through a combination of nutritional therapy and virtual care focused on lasting behavior change and safe medication deprescription.

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# EMPOWERED TO THRIVE DURING FAMILY CHANGES

## MORE WAYS TO SAVE

Get legal, financial, estate planning, grief, and beneficiary counseling support with **Securian Lifestyle Benefits**.

Use the **Worthington Pharmacy** and get free standard shipping when you sign up for the mail order program.

If you contribute to a **Health Savings Account (HSA)**, you can adjust your HSA contribution amount at any time (up to IRS limits).



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# RETIREMENT BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE DURING RETIREMENT

## RETIREE MEDICAL OPTIONS TO CONSIDER

Choose between Retiree Health Access (RHA) plans offered by Aetna and COBRA continuation coverage administered by WEX. When you retire, you can keep your HealthEquity Health Savings Account (HSA), but it will no longer be affiliated with a Worthington medical plan. Based on IRS rules, you may not be eligible to contribute additional funds to your HSA.

Get the details about your options in the **Retirement Booklet: A Guide for Employees**, including how to enroll.

You may also want to explore your Medicare options. Visit **medicare.gov** to learn more.

It's important to consider your health care options as you approach retirement. Medicare Choice Group provides one-on-one guidance and detailed coverage options based on your needs.





# EMPOWERED TO THRIVE DURING RETIREMENT

## ENSURE YOUR FINANCES ARE RETIREMENT READY

**Morgan Stanley at Work** offers expert financial advice, available at no cost to you, to help you plan for retirement, transition into retirement when you're ready, and keep your investments growing for years to come.

**Morgan Stanley**  
**AT WORK**

The **401(k) Plan** allows penalty-free withdrawals starting at age 59½. If you have a loan through the plan, make sure any outstanding plan loans are paid in full within 90 days from your retirement date to avoid tax penalties.

Contact Fidelity **online** or call **800.835.5091** to make loan repayment arrangements and discuss your distribution options.

**Fidelity**

Your Worthington **life insurance** coverage will terminate at midnight of your retirement date. You can convert your coverage by contacting Securian within 30 days of your retirement date at **866.293.6047**.

 **securian**  
FINANCIAL

## GET SUPPORT AS YOU MOVE INTO RETIREMENT

Retirement is a big life change. Take advantage of the **SupportLinc Employee Assistance Program (EAP)** for 30 days after your retirement date. It offers confidential mental health resources and support at no cost to you.

 **supportlinc**  
EMPLOYEE ASSISTANCE



# TRAVEL BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE DURING TRAVEL

## MEDICAL COVERAGE GOES WHERE YOU DO

Through BlueCross BlueShield Global Core® Program, you can coordinate care when traveling outside the U.S. Call the BlueCross BlueShield Global Core Service Center 24 hours a day toll-free at **800.810.2583** (or collect at **804.673.1177**). If you need inpatient hospital care while you're on the road or help resolving claims, contact your Anthem Family Advocate through [anthem.com](https://www.anthem.com) or the Sydney Health app.



## MANAGE YOUR MONEY ON THE GO

Travel experiences create memories to last a lifetime. **Morgan Stanley at Work** can help you plan, budget and save for every adventure.



The **SupportLinc Savings Center**, which is powered by LifeMart, is a discount shopping program with brands you know and love. Find savings on everyday needs, large purchases and travel.



## GET PRE-TRIP PLANNING SUPPORT

Use **Securian travel assistance** for pre-trip planning support and emergency assistance so, you can hit the road with peace of mind.



# EMOTIONAL HEALTH BENEFITS OVERVIEW



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# EMPOWERED TO THRIVE BY PRIORITIZING EMOTIONAL HEALTH

## BENEFITS COVERED BY YOUR MEDICAL PLAN

Both of our medical plans offer coverage for a range of mental health conditions.



## GET SUPPORT THROUGH THE EAP

It's okay to not feel okay. The SupportLinc Employee Assistance Program (EAP) provides confidential support, resources, and up to eight counseling sessions per situation for a wide range of mental health needs.



## CONNECT TO THE RIGHT CARE

Your Anthem Family Advocates, available through anthem.com or the Sydney Health app, can help you find in-network behavioral health providers, resolve claims issues, and more, so you can stress less and focus on getting the care you need.



If you or a loved one needs emergency emotional support, contact the Suicide and Crisis Lifeline at **988**, available 24 hours a day.





# EMPOWERED TO THRIVE BY PRIORITIZING EMOTIONAL HEALTH

## STRESS-FREE FINANCIAL PLANNING

Managing your personal finances, paying off debt, saving enough for the future — money matters can cause real stress, and have even been linked to more serious mental health issues like depression and anxiety. Let **Morgan Stanley at Work** experts help you with financial guidance, resources, and support. Schedule a free consultation today.

**Morgan Stanley**  
**AT WORK**

## SUPPORT FOR LIFE'S CHALLENGES

**Securian Lifestyle Benefits**, offered at no cost to you, can help with a range of lifestyle needs, including:

- Legal, financial, and grief resources
- Legacy and estate planning
- Beneficiary financial counseling



## LIVE PAIN FREE

If you are living with joint and muscle pain, you know it's tough to feel your best. **Hinge Health** helps you manage joint health, relieve pain, and even decrease your chances of needing surgery with virtual, digital exercise therapy— so, you can start to live pain free without leaving home.



# CONTACT INFORMATION



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# PEOPLE CENTER

## Hours

Monday – Friday, 8 A.M. – 5 P.M. ET

 **Phone:** 877-840-6506

 **Email:** WPC@WTHG.COM

# WORTHINGTON FAMILY MEDICAL & WELLNESS CENTER

**MEDICAL 614.840.3500**  **PHARMACY 614.840.3571**

