



EMPOWERED TO THRIVE

Worthington Enterprises helps enable people to live safer, healthier and more expressive lives. Our comprehensive benefits offering delivers on that same promise for our people. Here's what you need to know and do now to enroll in your Worthington Enterprises benefits.

EXPLORE YOUR OPTIONS

Everything you need to know about your benefits is available on worthingtonbenefits.com, including:

- Details about our medical, dental and vision benefits, a range of voluntary benefits, our wellness program and much more.
- Information on benefits eligibility and how to enroll.
- Access to our enrollment site where you'll make your elections.
- Helpful documents and resources to get the most out of your benefits.
- Access to our confidential benefits comparison quiz to help you choose.

ENROLL WITHIN YOUR FIRST 30 DAYS

You must enroll or waive coverage within your first 30 days. Benefits begin on your hire date or when you become a full-time employee. There are two ways to enroll though worthingtonbenefits.com:

Online

- Select the "Get Started" button to access the enrollment site.
- Enter your username: Employee ID (clock number)
- Enter your initial password: Your date of birth + last four numbers of your SSN (MMDDYYYYXXXX).
Example: If you were born on May 15, 1975, and your SSN is 123456789, your password is 051519756789.
- Click on the "LOGIN" button.

Phone

Call the People Center at **877.840.6506**.

If You Don't Enroll Within 30 Days

You'll be automatically enrolled in the HSA Choice Plan with employee-only coverage. You will also be enrolled in the Tobacco Surcharge. All other employee-paid plans will be waived. Your next opportunity to make election changes will be during the annual Open Enrollment period or if you experience a major life event.



BENEFITS SNAPSHOT

BENEFIT	LEARN MORE ON WORTHINGTONBENEFITS.COM
<p>Medical Plans We offer two medical plan options with a Health Savings Account (HSA) – the HSA Select Plan and the HSA Choice Plan. With the HSA Select Plan, you will pay more for coverage from your paycheck, but you may pay less when you receive care. With the HSA Choice Plan, you’ll pay less for coverage from your paycheck, but you may pay more when you receive care.</p>	<p>Medical Plan page – costs, how the plans work and side-by-side coverage comparison</p>
<p>HSA Contributions and Eligibility Worthington will contribute to your HSA on a quarterly basis based on the plan and level of coverage you elect. You can contribute to your HSA, too, up to annual IRS limits. For employees who are not HSA-eligible, we offer comparable Health Reimbursement Account (HRA) plans with the same deductibles, coinsurance and out-of-pocket maximums as the HSA plans. Contact the People Center if you have questions about your medical plan eligibility.</p>	<p>Health Savings Account page – how HSAs work, key features, IRS limits Medical Plan page – Company HSA contributions, eligibility</p>
<p>Tobacco Surcharge There is a \$40 monthly surcharge if you or any of your covered dependents use tobacco or products containing nicotine. If you use tobacco or nicotine products and you complete our tobacco cessation program, you can waive this surcharge. Call the Worthington Medical Center at 888.490.3500 to speak with our program administrator who will work with you (and if you wish, your doctor) to find a program that is right for you.</p>	<p>Medical Plan page – tobacco cessation details and how to get started</p>



Get Help Finding the Right Fit

It’s great to have choices, but sometimes it can be tough to choose the right one. Our quick and confidential benefits comparison quiz makes it easy by offering recommendations based on your needs.



THERE'S MORE TO EXPLORE

Worthington offers best-in-class, comprehensive benefits designed to add value and peace of mind well beyond quality medical coverage. See the enclosed Benefits Summary or visit [worthingtonbenefits.com](https://www.worthingtonbenefits.com).

Dental & Vision Coverage: Value and Premium plan options through Delta Dental and VSP Vision Care.

Life Insurance: Basic Life and AD&D insurance at no cost to you. In addition to Basic Life Insurance, you may buy Supplemental Life Insurance for yourself, your spouse and your children.

Disability: Worthington has you covered if you become disabled due to illness or accident through Company-paid Short-Term Disability (STD) and Long-Term Disability (LTD) benefits.

Retirement: Financial planning, preparing for Medicare, and saving through our 401(k) Plan.

SupportLinc Employee Assistance Program (EAP): Take care of your mental and emotional wellbeing with up to eight free counseling sessions for a variety of concerns to help you manage life's ups and downs a little easier.

Hinge Health: Access free digital exercise therapy for help managing joint or muscle pain.

Diabetes Management and Clinical Weight Loss: Virta's virtual clinic and resources can help reverse Type 2 diabetes, prediabetes and obesity through nutritional therapy, behavioral change and safe medications.

Discounted Pet Insurance: Take advantage of a 10% discount through ASPCA Pet Insurance..



ANTHEM: ALL-IN-ONE DEDICATED SUPPORT

Through Anthem Total Health Connections, you have hands-on, expert support every step of your health care journey. Anthem offers Family Advocates, the SydneySM Health app, Wellness Program access and a variety of helpful resources. Learn more on the "Anthem Total Health Connections" page on worthingtonbenefits.com.

FIND THE RIGHT HELP

IF YOU NEED...	CONTACT OR VISIT...
Self-service enrollment, details about Company benefits and contact information for carriers and benefits partners	worthingtonbenefits.com Your online portal for benefits information.
Answers to general benefit questions or help enrolling	Worthington's People Center Call 877.840.6506 or email wpc@wthg.com .
Help with claims or coverage questions	The appropriate carrier or benefits partner. Find contact information at worthingtonbenefits.com > Contacts.

PEOPLE CENTER **QUESTIONS OR TO ENROLL BY PHONE**

 **PHONE | 877.840.6506**
  **EMAIL | WPC@wthg.com**
  **HOURS | M-F, 8 a.m. - 5 p.m. ET**

Legal Notice: This guide is not an official Summary Plan Description (SPD) or official plan document. If there's a difference between what you read in this guide and what you read in an official plan document, the official plan document will rule.