



2022 HEADWATERS CORPORATION BENEFITS

ING/Capitol One 401k & ROTH PLAN

- Contribute up to \$20,500 a year of your pre-tax compensation through automatic salary deferrals from your paycheck. Employees over age 50 may contribute up to \$27,000 a year.
- Plan also allows post-tax contributions to a Roth account.
- The sum of pre-tax and post-tax contributions may not exceed \$20,500 or \$27,000 a year.
- Receive an annual Headwaters Corporation contribution. The match is on the first 4% of your compensation that you defer.
- Reduce your current federal income tax bill through pre-tax contributions.
- Become immediately vested in contributions as soon as they are made.

SECTION 125 FLEX PLAN

- Flexible Spending Accounts (FSA) Program enables employees to set aside a portion of their annual salary to pay qualified non-reimbursed medical expenses and qualified dependent care expenses before taxes.
- Employee's contribution may not exceed \$2,850 for the plan year for medical expenses.
- Reduce your current federal income tax bill through pre-tax payment of non-reimbursed medical expenses and qualified dependent care expenses.
- Headwaters Corporation pays for the flexible benefit debit card option for participating employees.

HEALTH INSURANCE

- Group health insurance benefits provided by Blue Cross/Blue Shield Healthcare.
- Employee monthly premium and 50% of dependents premium paid by Headwaters Corporation.
- Employee may add spouse and dependents to the plan.
- Deductible of \$3,000 for individual, \$6,000 for family.
- Co-payment of \$30 for physician Office Services, \$50 for physician Specialist.
- Prescription drug costs vary based on classification of Generic, Preferred, Non-preferred and Specialty. Drugs are also classified by Tier and costs differ for each Tier.

DENTAL INSURANCE

- Group dental benefits provided by Delta Dental of Nebraska (Delta Dental of Colorado is in network).
- Employee monthly premium paid by Headwaters Corporation.
- Employee may add spouse and dependents to the plan.
- Deductible of \$50 per Covered Person each Coverage Year not to exceed \$150 per Family Unit.
- Diagnostic and preventive services paid at 100%.
- Basic Services paid at 85%.

VISION INSURANCE

- Group vision benefits provided by EyeMed Vision Plan
- Employee monthly premium paid by Headwaters Corporation.
- Employee may add spouse and dependents to the plan.
- Copay of \$10 for annual eye exam.
- Frames: \$0 copay, \$130 allowance, 20% off balance over \$130

LIFE INSURANCE, LONG-TERM DISABILITY INSURANCE, AND SHORT-TERM DISABILITY INSURANCE

- Basic \$25,000 Term Life insurance with accidental death or dismemberment benefit for all employees.
- Long-term disability insurance with maximum monthly benefit of \$6,000 for all employees.
- Employee monthly premiums for both life insurance and long-term disability paid by Headwaters Corporation.
- Voluntary group short-term disability available to all full-time employees.
- Voluntary group life insurance available to all full-time employees and spouse/dependents.

ADMINISTRATIVE LEAVE/TRAINING

- Sixty hours of administrative leave for training purposes and an annual allowance of \$1,000 for registration, tuition, and travel.

ANNUAL LEAVE AND HOLIDAY LEAVE

- Four weeks (160 hours) of PTO.
- Eight holidays; New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Day and one floating holiday.