2026 Waco, Inc. Benefits

HEALTH INSURANCE: Once you have met the required waiting period of 60 days, without a 30 day break in service, you are eligible to enroll in Waco's group health insurance plan through Anthem Blue Cross Blue Shield. Coverage begins on the first day of the month following your eligibility. Depending on where you live, you will either be enrolled in the Anthem Healthkeepers HMO/POS or Anthem Keycare 30. Coverage will be effective on the first day of the month following the required waiting period. Coverage is paid for by WACO for full time employees (30 or more hrs/wk average) only. The **company pays either $8,500.80 or $9,362.52 per year for your coverage**, depending on which plan you are enrolled.

Your home address determines which plan you qualify for. Generally, employees that live in Virginia will be enrolled in the Healthkeepers HMO/POS plan. Employees that live in West Virginia, North Carolina, Maryland and other out of state locations will be enrolled in the Anthem Keycare PPO/30 plan. We will tell you which plan you qualify for.

Dependant coverage is your responsibility. You may pay for dependant coverage by using payroll deductions. If your employment is terminated or you have a break in service of 30 days & are currently enrolled on our health plan, you may be eligible for extending your coverage under the COBRA rules. **Employee cost for dependent coverage as of February 1, 2026 is as follows: Healthkeepers/Keycare: Add Child or Children - $573.82/$631.94 per month. Add Spouse - $850.12/$936.26 per month. Add Family - $1,671.84/$1,841.26 per month. Waco pays the employee cost - $708.40/$780.21 per month.** Monthly health deductions are taken out the month before coverage, divided into **4 weeks**.

DENTAL INSURANCE: Dental Insurance is provided on an employee-paid basis through Anthem Dental Insurance. Rates are: **Employee - $26.81/month, Employee + child or children - $64.60/month, Employee + spouse - $54.69/month, Employee + Family - $95.81/month**.
Monthly dental deductions are taken out the month before coverage, divided into **3 weeks**.

LIFE INSURANCE: Eligibility for Life Insurance is on the same basis as Health Insurance. **It is FREE for employees and paid by Waco, Inc.** The amount of the life policy is $25,000. In addition to the life benefit, you also receive an AD&D benefit for an additional $25,000. The benefits under this plan are detailed in the plan documents, but essentially, the life benefit is doubled to $50,000 in the case of accidental death. Other partial benefits are paid for loss of hand, foot, etc. under a schedule contained in the policy. Should you leave employment with Waco, Inc., information may be forwarded to you at your request, as this plan may be ported or converted to an individual plan under certain circumstances.

DISABILITY INSURANCE: The Company does not provide disability insurance.

401 K Retirement Savings Plan: This benefit is available to employees with one year of service. Waco, Inc. will match 25% of every dollar you contribute up to 6% of your pay. The plan also provides for additional deductions not subject to the 25% match. There are annual limits for the total deductions (matching plus additional). **In 2026 that annual limit is $24,500 and $32,500 for those that turn 50 years old in 2026.**

TAX SAVINGS FEATURE: For all benefits that require a payroll deduction, Waco offers a special salary reduction plan (Cafeteria Plan) whereby deductions are taken on a pre-tax basis. Employees that elect to participate will reduce Social Security, Federal and State income taxes.

A Summary Plan Description is available for each of the above benefit plans, on our Company website, at http://www.wacoinc.net/employee-benefits.html and in the QR Code. You are entitled to a printed copy. If you wish to receive a printed copy, please ask the Employee Benefits Coordinator for one.