

Peerless Industries, Inc.

Benefit Summary



peerless-AV[®]

2026

Table of Contents

Eligibility

- Eligibility Requirements
- New Hire Waiting Period
- Qualifying Life Events

Insurance Benefits

- Medical Insurance
- Making the Most of Our Benefits
- Tips to Save Money
- Dental Insurance
- Vision Insurance
- Life / AD&D Insurance
- Disability Insurance

Financial Benefits

- Flexible Spending Account
- Transit Benefits
- 401(k) Program

Wellness & Other Benefits

- Wellness Offerings
- Value Added Programs
- Paid Time Off / Holidays
- Carrier Information



Eligibility



Eligibility

Eligibility Requirements

If you are a full-time employee (working 30 or more hours per week), you are eligible to enroll in the benefits described in this summary. Qualified dependents eligible for select benefit coverage include:

- Your legally married husband/wife
- Your child(ren) up to age 26
- Your incapacitated child(ren) whom are unmarried, incapable of self-support due to a mental or physical disability, and is a federal tax dependent.

Waiting Period

All benefit eligible employees electing coverage will be effective on the first of the month following 30 days after date of hire. Life/AD&D plans begin one month following date of hire.

Qualifying Events

Outside of open enrollment you would need to have a qualifying event to add, drop, or make changes to your benefits. Employees are responsible for notifying Human Resources within 30 days of the qualifying life event to make a change to benefit elections. Qualifying event changes are effective on the date in which the event occurred.

Some examples of qualifying events are:

- Losing existing health coverage
- Losing eligibility for Medicare, Medicaid, or Children's Health Insurance Program (CHIP)
- Turning 26 and losing coverage through a parent's plan
- Getting married or divorced
- Having a baby or adopting a child
- Death in the family

Insurance Benefits



Insurance Benefits

Medical Plan Details—BlueCross BlueShield

A PPO plan offers the freedom to receive care from any in- or out-of-network doctor, specialist or hospital without a referral. It has a large nationwide network of contracted providers, hospitals, and facilities.

There is no deductible on this plan as long as you stay in network. With that, coinsurance (the cost share between you and BCBS) will kick in right away. Coinsurance is paid when you have services like inpatient hospital stays, outpatient procedures, labs (blood work) and x-rays (MRIs, PET scans, CT scans, etc.). If you go to the doctor, see a specialist, or take a prescription drug, you'll pay a copay for those specific services. Copays do not accumulate towards your deductible but they do accumulate towards your overall out-of-pocket maximum.

Plan Details	PPO	
Network	PPO	Out-of-Network
Deductible		
Individual	\$0	\$200
Family	\$0	\$600
Coinsurance		
	90%	70%
Out-of-Pocket Max		
	Includes Deductible	
Individual	\$1,000	\$2,200
Family	\$3,000	\$6,600
Physician Services		
Preventive Care	100%	Deductible then 70%
Physician & Specialist Office Visit	\$10 copay	Deductible then 70%
Diagnostic & Lab Testing	90%	Deductible then 70%
Inpatient Hospital	90%	\$300 copay, deductible then 70%
Emergency Room	\$150 copay then 90%	
Urgent Care	90%	Deductible then 70%
Virtual Visits—MDLive	\$5 copay	N/A
Prescription Drugs—Elite Network		
	Copays	
Retail Pharmacy (30 days)	\$5 / \$15 / \$30	No Coverage
Retail Pharmacy (90 days)	\$15 / \$45 / \$90	No Coverage
Mail Order (90 days)	\$10 / \$30 / \$60	No Coverage
Prescription Out-of-Pocket Maximum (Individual / Family)	\$500 / \$1,500	No Coverage
Drug Listing	Basic Drug List	N/A

CVS/Target and independent pharmacies are out-of-network

The cost to the employee for medical, dental, and vision insurance is as follows:

Weekly Contributions	You Pay
Employee Only	\$18.00
Employee & 1 Dependent	\$60.00
Employee & 2+ Dependents	\$65.00

Insurance Benefits

Making the Most of Your Medical Benefits

Employees enrolled in the BlueCross BlueShield medical plan have access to the following services. Call the number on the back of your member ID card to access these services.

BlueAccess for Members: www.bcbsil.com

A secure member website that gives you immediate access to health care benefit information and easy-to-use tools. Here you can check claim status, find in-network providers, use the hospital comparison tool, and much more.

BlueAccess Mobile™

You are able to access your BlueAccess for Members account straight from your mobile device. Choose to receive text messaging for Rx refill reminders, diet and fitness tips, claim updates and more. Download the application straight to your smartphone for immediate access.

BVA- Benefit Value Advisor

A member advocacy service that guides members calling BCBSIL to make the most informed decisions relative to their health needs and financial priorities. Telephonic support is provided from specially trained Customer Advocates that provide members real-time access to current cost and quality information, guidance to understand and maximize their benefits, pre-authorization coordination and appointment scheduling.

Virtual Visits—MDLIVE

MDLIVE's telehealth program provides enrolled members with access to non-emergency medical care without even leaving the couch. Visit a doctor virtually 24 hours a day, 7 days a week for a variety of different ailments and symptoms ranging from allergies, asthma, aches, infections, cold/flu, and more. Log on to MDLIVE.com/bcbsil or call 888.676.4204 today to find out additional info on this convenient benefit.

Mail Order Prescriptions 833.715.0942 or express-scripts.com/rx

Members can save time and money by calling 24/7 to refill or transfer a current prescription or get started with home delivery.

Prior Authorization (PA)

Before medications included in the PA program can be covered under your insurance, your doctor will need to get approval through BCBS.

Step Therapy

You or your pharmacist will be asked to contact your doctor to see if a generic brand is offered before trying a more costly brand name alternative.

Specialty Pharmacy Program

Members may be required to get their specialty medications through Prime Specialty Pharmacy or other BCBSIL preferred specialty pharmacies. If you do not use these pharmacies, you may pay higher out-of-pocket costs.

24/7 Nurseline: 800.299.0274

General health info and guidance for specific conditions from fevers to bee stings from a registered nurse.

Maven Clinic—Fertility/Family Building 888.421.7781

Blue Cross Blue Shield of Illinois, in partnership with Maven, will provide end to end support for employees and their families all in one place throughout every chapter – Fertility and Family Building, Maternity and Postpartum, Parenting and Pediatrics and Menopause and Midlife Health.

Blue365 Discounts

As a member you have access to additional special program discounts. Details can be accessed at www.bcbsil.com under the "My Coverage" tab and then Discounts.

Member Rewards

Earn money back for saving money on healthcare. Simply use the Provider Finder to locate a healthcare service provider and select a provider eligible for Member Rewards. Use that eligible provider for your care and you will receive a check in the mail 4-6 weeks after receiving the service. You can also search procedures and services eligible for Member Rewards through the BCBS Treatment Cost Estimator on your BlueAccess for Members portal.

Insurance Benefits

Tips to Save Money

Preventive/Wellness Exams Covered at 100%

- Preventive care is equal to one physical exam per year per enrolled member
- Females get an annual well-woman exam covered at 100% in addition to their annual exam
- No deductible expenses apply—the exam is completely no cost to you provided it's coded as preventive

Prescription Drugs

- Ask your doctor if there's a generic version of the medication they're prescribing or you're already taking
- Take advantage of the Generic Prescription Savings Programs at major retailers
- Ask about free samples from your doctor and/or manufacturer rebates

High Cost Scans, X-Rays & Tests

- MRI, PET scans, CT scans, etc. are nearly 2/3 less costly at free-standing, in-network imaging centers than at hospitals
- Finding an in-network, free-standing imaging center can save you a substantial amount of money

Accessing Medical Care

The emergency room is a costly experience for issues that aren't true emergencies. There are alternatives that can offer you quick care at a much more affordable cost. The key is finding these alternatives today when you're happy and healthy.

- **Doctor's office:** for symptoms that aren't extreme, call and let them know your symptoms require immediate attention
- **Convenient Care Clinics:** use when you don't have a primary doctor or can't get an appointment. Good for fever, sore throat/strep, coughs/congestion, sports physicals, UTIs, etc.
- **Urgent Care (UC):** less costly than the ER; can treat sprains/strains, minor breaks, mild asthma, minor infections, rashes, small cuts, burns, etc.

Insurance Benefits

Dental Insurance—BlueCross BlueShield

Dental Preferred Provider Organization (DPPO)

This dental PPO plan allows the flexibility to select any dentist in-network or out-of-network, but if you stay in network, you'll pay less.

Dental coverage focuses on preventive and diagnostic procedures in an effort to avoid more expensive services associated with dental disease and surgery. The type of service or procedure received determines the amount the carrier will cover for each visit. Each type of service fits into a class of services according to complexity and cost.

	In-Network / Out-of-Network
Network Name	BlueCare Dental PPO
Deductible	\$50 per person
Preventive Coinsurance	100% / 100%
Basic Coinsurance	80% / 80%
Major Coinsurance	80% / 80%
Annual Maximum	\$2,500 / \$2,500
Orthodontia Coinsurance (Employees and children up to age 19)	50% / 50%
Orthodontia Lifetime Maximum (Employees and children up to age 19)	\$2,500 / \$2,500

Vision Insurance—VSP

Vision insurance helps offset the cost of routine eye exams and helps pay for vision correction eyewear like eyeglasses and contacts by an eye-care provider.

By accessing in-network vision providers, you're able to reap the benefit of true vision insurance coverage. You're eligible for an eye exam and lenses or contact lenses every 12 months and frames every 24 months. You cannot get contacts and glasses in the same calendar year.

Out-of-network providers will merely offer you an allowance towards your vision services.

	Frequency	In-Network	Out-of-Network
Network Name	VSP Choice		
Eye Exam	Every 12 Months	100% covered	\$45 max allowance
Lenses - Single vision - Bifocal - Trifocal - Lenticular	Every 12 Months	\$20 copay	Allowance varies
Frames	Every 24 Months	\$20 copay, then \$130 allowance + 20% off exceeding balance	\$70 max allowance
Elective Contacts	Every 12 Months	\$130 allowance	\$105 max allowance

Insurance Benefits

Basic Life and AD&D Insurance—Principal

Life insurance helps ease your loved ones' financial burden. Your designated beneficiary will receive a benefit if you pass away from a covered accident or illness. In addition, the Accidental Death and Dismemberment (AD&D) benefits paired with life insurance provides a benefit to your beneficiary if you pass on or become dismembered due to a specifically covered accident.

Benefits may reduce as you age. See your plan documents for more detail.

Always make sure your beneficiaries are updated.

This benefit is 100% company paid.

Basic Life / Accidental Death & Dismemberment
1x salary to a max of \$200,000 - Life

Voluntary Term Life and AD&D Insurance—Principal

Voluntary Term Life/AD&D allows you to purchase additional life and AD&D coverage for yourself and your dependents at your own financial expense. Your age and the amount of insurance you elect determines the premium you'll pay. Costs will increase as you age, and benefits may be reduced. See your plan documents for more detail and to determine if Evidence of Insurability applies. The cost of the benefit is 100% paid for by you.

Always make sure your beneficiary information is updated.

	Employee	Spouse	Child(ren)
Coverage Increments	\$20,000	\$10,000	N/A
Maximum Benefit Amount	\$500,000	\$100,000	\$10,000
Guaranteed Issue Amount (New hires only)	\$140,000	\$10,000	N/A

*A spouse's maximum election cannot exceed 100% of what the employee takes out on themselves.

Insurance Benefits

Disability Insurance— Principal

If you become ill or suffer an injury that prevents you from working, this form of disability insurance replaces a portion of your income for a defined maximum period of time.

See your plan documents for more detail and if Evidence of Insurability applies.

	Short-Term	Voluntary Long-Term
Waiting Period	Begins on the 1st day of an injury and the 8th day of an illness	Begins on the 91st day of continuous injury or illness
Benefit Amount	70% of pre-disability weekly earnings	60% of pre-disability monthly earnings
Maximum Benefit	\$500 (hourly employees) and \$1,500 (salaried employees) per week	\$6,000 per month
Length of Payment Period	13 weeks	SSNRA
Pre-Existing Condition Exclusion	None	6/12
Premium Contribution	Company paid	Employee paid

Financial Benefits



Financial Benefits

Flexible Spending Accounts (FSA) - Flexible Benefit

Flexible Spending Accounts (FSA) allow you to save money on a pre-tax basis to pay for qualified medical expenses and/or dependent care expenses throughout the year. The money you put into your FSA is done so on a pre-tax basis. This means you are lowering your taxable income and also not paying taxes when the money is used for qualified expenses.

FSAs have a use-it-or-lose-it provision, so be conservative when electing how much to contribute.

Health Care FSA

You may contribute up to \$3,400 per plan year to pay for qualified medical, dental and vision expenses for yourself and eligible family members. Funds in this account can cover all eligible expenses on your tax dependents even if they are not enrolled under your health care plan. Eligible reimbursable expenses include medical and dental plan deductibles and copays (if applicable), orthodontia expenses not covered by your dental plan, prescription drugs, prescription eyeglasses and contact lenses, Lasik eye surgery and much more.

Dependent Care FSA

You may contribute up to \$7,500 per plan year to pay for qualified eligible dependent care expenses. Funds in this account are saved on a tax-free basis.

Transit Benefits—Ventra

Transit benefits are a type of commuter benefit that allow employees to have their monthly commuting costs deducted from their paycheck, pre-taxed. Commuter benefits are intended to encourage the use of alternatives to driving alone to work to reduce congestion, reduce emissions, and improve accessibility to businesses.

Mass Transit - You may elect up to \$340 per month to be deducted from your gross income earnings to be used for the cost of mass transit, on your commute to work. You can avoid paying taxes on your CTA, Metra and Pace expenses through your company's transit benefit program with Ventra. Fare must be purchased through the Ventra app or online site.

In order to enroll in this benefit, you must register with Ventra and have a Transit ID number from your Ventra account. You can register at www.ventrachicago.com. Contact your Human Resources department to learn more or complete an election form.

401(k) Program—Principal

The 401(k) Plan is an employer sponsored retirement plan that allows employees to save and invest for the purpose of building savings for retirement. Saving through a 401(k) Plan is an easy way to set aside money for your future. Some things to consider:

Eligible If	You have completed 3 months of service & 21 years old
Automatic enrollment for new hires	3% of eligible pay after meeting eligibility; you may opt out or choose another contribution amount
Entry date	Monthly
Vesting	Fully vested in your contributions. You'll be fully vested in Peerless Industries, Inc.'s contributions after 6 years
Match	50% of the first 6% of eligible pay you contribute.
Contributions	May be changed at any time.
Contribution types	Both pretax and Roth (after-tax) are allowed
Rollovers	Allowed

Wellness & Other Benefits



Wellness Benefits

Well onTargetSM Member Wellness Program

Access health and wellness resources that can help you manage your health with resources such as health assessments, health coaching, tracking tools and many more!

Fitness Program

You'll have unlimited access to a nationwide network of more than 9,500 participating fitness locations with BCBS' fitness program. There is no contract and no obligation. Just log in to BlueAccess for Members at www.bcbsil.com and click "Fitness Program" under Quick Links to reach the enrollment page.

Teladoc Health (Formerly Livongo)

A coaching service that helps personally support members with diabetes and hypertension.

Diabetes management features include a blood glucose meter, certified educations available 24/7, instant interventions when blood glucose levels are out of range, test strips and lancets delivered to the member's door at no extra cost, reports to enable a more focused conversation with a clinician.

Hypertension management features easy remote monitoring with a blood pressure cuff, live coaching 24/7, reminders to check blood pressure and notifications for high readings, track progress, reports to enable a more focused conversation with a clinician.

Visit TeladocHealth.com/Go/WELL-BCBSIL or call 800-835-2362 and use **registration code: WELL-BCBSIL**.

24/7 Nurseline: 800.299.0274

General health info and guidance for specific conditions from fevers to bee stings from a registered nurse.



An online mindful eating behavior modification program proven to deliver sustainable weight loss and reverse obesity, pre-diabetes, and Metabolic Syndrome. The program teaches you how to enjoy the foods you love to improve your overall health. Go to wondrhealth.com/BCBSIL.

Wellness & Value Added Benefits

Value Added Benefits—BlueCross BlueShield

Employees enrolled in the BlueCross BlueShield medical plan have access to the following services. Call the number on the back of your member ID card to access these services.

Core Behavioral Health (BH)

With the Mental Health Hub, you have direct access to mental health specialists, if needed, including those who treat Eating Disorders, Pediatric Mental Health, Obsessive Compulsive Disorders, Substance Use Disorders.

Digital Behavioral Health

Learn to Live is a next generation behavioral health tech company. It will provide a valuable opportunity for those who otherwise might not receive treatment to access convenient and effective mental health care. Experience begins with a comprehensive assessment and recommendations for programs to complete. There are on-line programs for stress, anxiety, depression, insomnia, social anxiety, and substance abuse.

To access the above options, log into Blue Access for Members at **BCBSIL.com**

- **Select Behavioral Health**
- **Choose Mental Health Hub**

Employee Assistance Program—Magellan Health

The EAP service offers caring and professional assistance for a broad range of concerns including stress management, depression and anxiety, relationship or family conflicts, workplace conflicts, legal or financial difficulties, and drug or alcohol abuse.

Services are **confidential** - neither your employer nor co-workers have knowledge of your request for help. EAP services are available 24 hours a day, seven days a week for you and your eligible dependents. In addition to online and telephonic services, the EAP also offers up to 5 face-to-face visits with trained counselors for each issue you may have.

There is **no cost**, it's just there for you when you need it.

Other Benefits

Paid Time Off (PTO)

After 6 months of employment, regular full-time employees accrue paid vacation time at the rate of 1.25 days for each full calendar month of employment. This works out to 3 weeks per year.

Vacation	
Employees with 1-7 years of employment	3 weeks
Employees with 8-13 years of employment	4 weeks
Employees with 14+ years of employment	5 weeks

Designated Holidays

In 2026 there are 11 designated holidays which are paid for eligible employees.

Sick Days

Employees are eligible for 5 sick days per year after being employed for a minimum of 90 days. Sick days are prorated per month and the time is accrued.

Carrier Contacts

Medical PPO

Carrier	BlueCross BlueShield of IL
Website	www.bcbsil.com
Phone Number	800-828-3116
Network	PPO
Policy Number	P42614

Dental PPO

Carrier	BlueCross BlueShield of IL
Website	www.bcbsil.com
Phone Number	866-639-2952
Network	Blue Care Dental PPO
Policy Number	P42614

Vision

Carrier	VSP
Website	www.vsp.com
Phone Number	800-216-6248
Network	VSP Choice
Policy Number	12064459

401(k)

Carrier	Principal
Website	www.principal.com
Phone Number	800-547-7754
Group Number	731157

Prescription Drugs

Carrier/Retail	Prime Therapeutics
Phone Number	800-423-1973
Carrier/Mail-Order	Express Scripts
Phone Number	833-715-0942
Carrier/Specialty	Accredo
Phone Number	833-721-1619
Policy Number	P42614

Life & Disability Insurance

Carrier	Principal
Website	www.principal.com
Phone Number	800-843-1371
Group Number	1051056

Flexible Spending Account (FSA)

Carrier	Flexible Benefit
Website	www.myflexaccount.com
Phone Number	888-345-7990
Email	service@myflexaccount.com

Employee Assistance Program (EAP)

Carrier	Magellan Health
Website	www.magellanHealth.com/member
Phone Number	800.356.7089

Human Resources Contact Information

Contact	Mary Menolascina
Email Address	mmenolascina@peerless-av.com
Phone Number	630-375-5166

Notes



NOTE: This Benefits Summary is merely intended to provide a brief overview of your employer's employee benefit programs. Employees should review the employee handbook and actual plan documents for the precise terms of such programs. In the event of any inconsistency between this Benefits Summary and such governing documents, the governing documents will control. Your employer reserves the sole and absolute discretion and right to interpret, apply, amend, discontinue or terminate, without prior notice, any and all of the benefit programs referenced herein. Voluntary plans are individual policies and are not considered sponsored or endorsed plans by your employer. See a benefit counselor for your customized quote for any additional benefit programs.