AMESBENEFITS

EMPLOYEE BENEFITS SUMMARY

Effective October 1, 2026 – September 30, 2027

Eligibility

Full-time, non-union employees who work at least 30 hours per week are eligible for benefits beginning the first of the month after hire (unless otherwise specified in this summary). If you waive coverage, the next enrollment opportunity will be during annual Open Enrollment or if you experience a Qualified Life Event. Eligible dependents include lawful spouse, common law spouse, children up to age 26 (age 25 for Accident Insurance, Hospital Indemnity Insurance, and Critical Illness), and children 26 or older who are incapable of self-sustaining employment by reason of mental or physical handicap.

Resources

Comprehensive benefit plan information is available on the Ames Benefits Website.

Open Enrollment

All non-union employees are required to complete Open Enrollment annually; current benefit elections will not carry forward to the next plan year. Employees who do not complete Open Enrollment will default to waived coverage for all non-company paid benefits. The enrollment period will occur from August 17 – September 4, 2026, and employees will enroll in Workday.

Premiums

Medical and prescription coverage will continue to be offered as a bundled benefit, while dental and vision coverage may be elected separately. Ames offers two medical plan options: Health Savings Plan and Traditional Co-Pay Plan. Employees may select from four coverage tiers. Premium contributions are deducted on a pre-tax basis.

Benefit Plan	Health Savings Plan			Traditional Co-Pay Plan		
Coverage Type	**Base Pay < $100k**	**Base Pay $100-199k**	**Base Pay $200k+**	**Base Pay < $100k**	**Base Pay $100-199k**	**Base Pay $200k+**
Employee Only	$27.00	$45.00	$67.50	$63.00	$94.50	$144.00
Employee + Spouse	$72.90	$121.50	$182.25	$170.10	$255.15	$388.80
Employee + Children	$54.00	$90.00	$135.00	$126.00	$189.00	$288.00
Employee + Family	$83.70	$139.50	$209.25	$195.30	$292.95	$446.40

Benefit Plan	Dental	Vision
Employee Only	$3.00	$1.00
Employee + Family	$10.00	$3.00

Medical – *Blue Cross Blue Shield of MN*

- Employees in Minnesota use the **Aware** Network for participating providers.
- Employees in Utah use the **National BlueCard/Regence/PAR** Network for participating providers.
- All other employees use the **BlueCard PPO** Network for participating providers.

Medical	Health Savings Plan		Traditional Co-Pay Plan	
	Employee Only	Family	Employee Only	Family
Plan Design – In Network				
Ames Funding	$1,500	$3,000	N/A	N/A
Annual Deductible	$3,500	$7,000	$1,000	$2,000
Plan Coinsurance	80% / 20%	80% / 20%	80% / 20%	80% / 20%
Out-of-Pocket Maximum	$5,000	$10,000	$3,000	$6,000
Plan Features – In Network				
Preventative Care	100% Coverage		100% Coverage	
Dr on Demand (Virtual)	$0		$0	
Office Visit (Primary/Specialty)	20% Co-insurance after Deductible		$25/$45 Co-pay	
Urgent Care Facilities	20% Co-insurance after Deductible		$50 Co-pay	
Emergency Room Facilities	20% Co-insurance after Deductible		$300 Co-pay (waived if admitted)	

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Prescription – *CVS*

Prescription (30-day)	Health Savings Plan w/ HSA	Traditional Co-Pay Plan
Generic	Deductible, then $10 Co-pay	$10 Co-pay
Preferred Brand	Deductible, then $35 Co-pay	$35 Co-pay
Non-Preferred Brand	Deductible, then $60 Co-pay	$60 Co-pay
Specialty	Deductible, then 30% Co-insurance	30% Co-insurance*

Prescription (90-day)	Health Savings Plan w/ HSA	Traditional Co-Pay Plan
Generic	Deductible, then $30 Co-pay	$30 Co-pay
Preferred Brand	Deductible, then $105 Co-pay	$105 Co-pay
Non-Preferred Brand	Deductible, then $180 Co-pay	$180 Co-pay
Specialty	Deductible, then 30% Co-insurance	30% Co-insurance*

*PrudentRx is available for Specialty drugs when enrolled in the Traditional Co-Pay Plan. This prescription plan allows employees to get select specialty medications at no cost. If you choose to opt out of the program, you will be responsible for 30% co-insurance for specialty medications.

Health Savings Account (HSA) – *Empower* – (Eligible with the Health Savings Plan Only)

By electing the Health Savings Plan, you are automatically enrolled in the Health Savings Account (HSA). Ames contributes $1,500 for employee-only coverage or $3,000 for family coverage, paid monthly on a prorated basis. You can also make pre-tax contributions up to IRS limits and use HSA funds for eligible healthcare expenses, including deductibles, co-insurance, and prescriptions. Funds roll over each year, remain yours even if you leave Ames, and can be invested through Empower. Employees age 55 and older may contribute an additional $1,000 annually.

Dental – *Delta Dental*

Dental	Delta Dental
Plan Design	
Deductible	$50 / Individual, $150 / Family
Plan Maximum	$2,000 / Individual
Orthodontics Maximum	$5,000 / Lifetime
Networks	
Delta PPO	In-Network
Delta Premier	In-Network but may be subject to overage fees
Plan Features	
Routine Exam / Cleaning	100% Coverage
Minor Restorative Care	80% Coverage
Major Restorative Care	50% Coverage
Endodontics & Simple Extraction	80% Coverage

Vision – *VSP*

Vision	VSP
Exam	
Well Vision Exam	$10 Copay*
Prescription Glasses*	
Frames	• $300 allowance for a wide selection of frames • $320 allowance for featured frame brands • 20% savings on the amount over your allowance
Lenses	• Single vision, lined bifocal, and lined trifocal lenses • Impact-resistant lenses for dependent children
Contacts*	
Contacts & Fitting	• $300 allowance for contacts and lens exam (fitting and eval) • 15% savings on contact lens exam (fitting and evaluation)

**The Ames BCBS Medical Plan covers the cost of the $10 Vision exam co-pay*
** Plan allows member to receive either contacts or glasses every 12 months*

<u>Voluntary Benefits – *Prudential*</u>

Accident Insurance

Accident Insurance coverage can help offset medical costs related to a covered accident, such as dislocations and fractures, burns, cuts requiring stitches, and concussions. This benefit provides a fixed payment that varies based on the type and severity of the injury and whether you enroll in the Low Plan or the High Plan. The benefit is employee paid and designed as a supplemental plan with your medical. See the Benefits Guide for more information.

Critical Illness Insurance

Critical Illness Insurance provides a lump-sum payment if you or a covered family member is diagnosed with a serious illness. The benefit is employee paid and designed as a supplemental plan with your medical. See the Benefits Guide for more information.

Hospital Indemnity Insurance

Hospital Indemnity Insurance provides coverage for hospital admission, accident-related inpatient rehabilitation, and hospital stays. The benefit is employee paid and designed as a supplemental plan with your medical. See the Benefits Guide for more information.

<u>Short-Term Disability Plan – *Prudential*</u>

Beginning 90 days after hire, employees are eligible for Short-Term Disability (STD) coverage. This benefit is paid by Ames. The base wage continuation benefit is intended to replace a portion of the employee's income for those who are unable to work due to a non-work-related illness or injury that requires the regular care of a physician. There is a one week waiting period and then Ames provides wage continuation for up to 11 weeks at 70% of base wages up to $2,100 per week.

<u>Long-Term Disability Plan – *Prudential*</u>

Long-Term Disability (LTD) coverage enables you to receive part of your income while you are totally disabled and unable to work. This benefit is paid by Ames. The elimination period is the 84th day of disability, after short-term disability has been exhausted. You are automatically enrolled for the company-paid coverage that replaces 50% of your base wages up to $10,000 per month. The benefit payments are non-taxable to the employee.

<u>Life Insurance – *Prudential*</u>

Basic Life and AD&D Insurance

Ames provides Basic Life and AD&D Insurance to give you a base level of protection for you and your loved ones in the event of a serious injury or death. You are covered for a total of $50,000 for the basic life plan and the same amount for the AD&D plan. The original amount of the benefits will be reduced as you age, starting at age 65. This benefit is paid 100% by Ames.

Voluntary Life Insurance

You may elect to purchase additional life insurance in increments of $10,000 up to the lesser of 5x your base annual salary or $500,000. The Guaranteed Issue amount for eligible employees is $100,000. Evidence of Insurability (EOI) is required for coverage elected above $100,000. This is voluntary coverage paid by you.

Dependent Life Insurance

You may elect up to $100,000 of coverage for spouses in $5,000 increments, not to exceed 50% of the employee's elected amount. The Guaranteed Issue amount for eligible spouses is $25,000. Any amount over $25,000 will require Evidence of Insurability (EOI). For children, the maximum benefit is $10,000, elected in $1,000 increments. EOI is not required. This is voluntary coverage paid by you. Note that employees must be enrolled in Voluntary Life to elect the benefit for their dependents.

<u>Mental Health Benefits – *Lyra*</u>

Ames offers confidential mental health resources available 24/7 to all employees and their immediate family members. You may contact Lyra directly at 1-877-849-1353 or https://amesconstruction.lyrahealth.com. Ten (10) visits are provided at no cost for each employee and eligible dependent, per year. More information and resources can be found on the Ames Mental Health & Well-Being Resource website: https://www.amesconstruction.com/subpillar/wellness.

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401(k) Retirement Plan – *Empower*

Ames provides the opportunity to save for retirement through Empower. Employees may begin participating following the completion of 90 days of service. After the waiting period, a pre-tax contribution of 3% of compensation will automatically be deducted from each paycheck if you do not opt out of participating. The contribution percentage will increase by 1% annually until a maximum 10% contribution is hit.

Employees may elect to save with traditional before-tax dollars, after-tax Roth dollars, or a combination of both, up to IRS limits. There is a wide arrangement of investment options that may be chosen, including Target Date Funds. Ames will match 50% of the first 3% of your contribution. Eligible employees will be fully vested after four plan years. Please see the Retirement Saving Plan Summary Plan Description (SPD) for more detailed information.

If you would like to change your contribution or opt out, please set up your Empower account online (empowermyretirement.com) or call customer service (844-465-4455). To create your online account, 1) go to the plan website and select Register; 2) choose the I do not have a PIN tab; 3) follow the prompts to create your username and password.

Employee Stock Ownership Plan (ESOP)

Ames is proud to be an employee-owned company. The ESOP is a defined contribution plan, and all contributions to the plan are paid by Ames. Employees must be employed on December 31 to receive a contribution. Vesting begins based on service on or after January 1, 2024. Eligible employees will be fully vested after six plan years. Account balances will be invested primarily in company stock, and employees may not make contributions or rollovers into the plan.

Eligibility

Non-craft Ames employees 18 years or older are eligible to participate in the ESOP upon the completion of 1,000 hours of service or one year of service. Note that craft employees are excluded from participating, including hourly superintendents (please see complete list in ESOP Summary Plan Description).

Plan Entry Date

Once you meet the above requirements, you will enter the plan retroactively as of the later of January 1 in the year in which your eligibility requirements were met or the first day of your employment with Ames.

Paid Time Off – *Non-Union Employees*

Ames provides time off from work for regular, full-time, non-union employees. This includes vacation, sick time, and holidays.

VACATION				
Years of Service	**Accrual Rate Per Month (Non-Craft)**	**Accrual Rate Per Week (Craft/Non-Union)**	**Annual Accrual Rate Per Year**	**Maximum Accrual Cap**
Up to 5 Years	6.67 Hours	1.54 Hours	80 Hours	120 Hours
5 to 9 Years	10.00 Hours	2.31 Hours	120 Hours	180 Hours
Over 10 Years	13.33 Hours	3.08 Hours	160 Hours	240 Hours

SICK TIME*		
Accrual Rate Per Every 30 Hours Worked	**Accrual Maximum Calendar Year**	**Total Maximum Accrual Cap**
1 Hour	56 Hours	80 Hours

**Or in accordance with state sick time laws.*

HOLIDAYS	
New Year's Day	Day After Thanksgiving
Memorial Day	Thanksgiving
4th of July	Christmas Eve
Labor Day	Christmas Day

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<u>Parental Leave – *Company Paid*</u>

Eligibility for Parental Leave begins 90 days after hire.

Maternity

Regular, full-time employees are entitled to six (6) weeks of 100% paid maternity leave following the birth of their child.

Paternity

Regular, full-time employees are entitled to one (1) week of 100% paid paternity leave following the birth of their child.

Adoption

Regular, full-time employees are entitled to six (6) weeks (primary caregiver) or one (1) week (secondary caregiver) of 100% paid parental leave following the adoption of a newborn child.

<u>Military Paid Leave – *Company Paid*</u>

For up to one year while an eligible employee is engaged in military training and/or on active duty, Ames will pay the difference for military duty if the employee’s documented military pay (base pay) is less than the employee’s base pay. Medical, dental and vision benefits will continue for up to one year. Please see the Employee Handbook for more information.

<u>Physical Therapy – *Hinge Health*</u>

Hinge Health is a digital physical therapy benefit that offers personalized care plans and coaching to help employees accomplish their health goals related to musculoskeletal (back, muscle, joint) health. Programs are available at no cost to all employees. Spouses and dependents 18+ enrolled in Ames medical benefits are also eligible.

<u>Ames Perks – *BenefitHub*</u>

BenefitHub is a comprehensive discount and reward platform designed to help you save money. It provides convenient access to a wide range of discounts, including savings on auto and home insurance, pet insurance, travel, hotels, and event tickets. The platform features discounts from both national brands and local businesses.

This summary is intended to provide a brief explanation of benefits as of October 1, 2026, and is not intended as a contract or guarantee of entitlement to benefits. Ames continually reviews its policies and employee benefits and reserves the right to modify, supplement, amend, or delete and of the provisions outlined in this benefits summary. In the event of any conflict, the benefit plan documents and written Ames policy will prevail.