AMESBENEFITS

Employee Benefits Summary | October 1, 2026 – September 30, 2027

Ames Invests in Our People

Our benefits are part of how Ames takes care of our people and their families. This Benefits Summary provides an overview of Ames offerings.

Low-cost premiums

Ames pays 92% of the premium cost for medical/prescription coverage.

$1,500 / $3,000 HSA funding

Ames contributes $1,500 for employee-only coverage or $3,000 for family coverage when you elect the Health Savings medical plan. This is paid monthly on a prorated basis.

Income protection

Ames pays for Short-Term and Long-Term Disability coverage.

$50,000 Life + $50,000 AD&D

Basic Life and AD&D coverage is paid 100% by Ames.

Employee ownership

All contributions to the ESOP are paid by Ames for eligible participants.

401(k) match

Ames matches 50% of the first 3% you contribute.

Well-being support

10 Lyra mental health therapy or coaching visits per eligible person each year at no cost, plus Hinge Health virtual physical therapy at no cost.

Paid parental leave

Eligible regular, full-time employees receive company-paid maternity, paternity or adoption leave as described in this guide.

Eligibility & enrollment

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). 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.

Building Your Future – Retirement Plans and the ESOP

Employee Stock Ownership Plan (ESOP)

Ames is proud to be employee owned. Non-craft Ames employees age 18 or older are eligible for ESOP contributions after completing 1,000 hours or one year of service. Employees must be employed on December 31 to receive a contribution. Vesting begins based on service on or after January 1, 2024, and eligible employees are fully vested after six plan years. Accounts are invested primarily in company stock; employee contributions and rollovers are not permitted. After meeting eligibility requirements, entry is retroactive to the later of January 1 in the year requirements were met or the first day of employment with Ames.

401(k) Retirement Plan – Empower

Employees may begin participating after 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. You may use traditional pre-tax dollars, Roth dollars or a combination, up to IRS limits. Ames will match 50% of the first 3% of your contribution. Eligible employees are fully vested after four plan years.

Protecting Your Wellbeing – Healthcare Benefits

Ames offers two medical plan choices through Blue Cross Blue Shield of Minnesota: The Health Savings Plan and the Traditional Co-Pay Plan. Medical and prescription coverage are bundled.

Preventive care

In-network preventive care is covered at 100% on both medical plans.

$0 virtual care

Dr on Demand virtual visits are $0 on both medical plans.

In-network medical comparison

Plan feature	Health Savings Plan – Employee	Health Savings Plan – Family	Traditional – Employee	Traditional – Family
Ames HSA funding	$1,500	$3,000	N/A	N/A
Annual deductible	$3,500	$7,000	$1,000	$2,000
Coinsurance	80% / 20%	80% / 20%	80% / 20%	80% / 20%
Out-of-pocket maximum	$5,000	$10,000	$3,000	$6,000
Preventive care	100%	100%	100%	100%
Dr on Demand (virtual care)	$0	$0	$0	$0
Office visit (Primary/Specialty)	20% after deductible	20% after deductible	$25 / $45 copay	$25 / $45 copay
Urgent care	20% after deductible	20% after deductible	$50 copay	$50 copay
Emergency room	20% after deductible	20% after deductible	$300 copay*	$300 copay*

**Traditional Co-Pay Plan emergency room copay is waived if admitted.*

Coverage Level	Ames Annual Contribution	2026 Total Allowable Contribution	Amount You Can Contribute in 2026	2027 Total Allowable Contribution	Amount you can contribute in 2027
Employee Only	$1,500	$4,400	$2,900*	$4,500	$3,000*
Employee + Spouse Employee + Child(ren) Employee + Family	$3,000	$8,750	$5,750*	$9,000	$6,000*

**Employees 55+ can increase your contribution by $1,000.*

Employee monthly medical premiums

Coverage	HSP < $100k	HSP $100–199k	HSP $200k+	Traditional < $100k	Traditional $100–199k	Traditional $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

Prescription – CVS

30-day prescription	Health Savings Plan	Traditional Co-Pay Plan
Generic	Deductible, then $10 copay	$10 copay
Preferred brand	Deductible, then $35 copay	$35 copay
Non-preferred brand	Deductible, then $60 copay	$60 copay
Specialty	Deductible, then 30% coinsurance	30% coinsurance*

90-day prescription	Health Savings Plan	Traditional Co-Pay Plan
Generic	Deductible, then $30 copay	$30 copay
Preferred brand	Deductible, then $105 copay	$105 copay
Non-preferred brand	Deductible, then $180 copay	$180 copay
Specialty	Deductible, then 30% coinsurance	30% coinsurance*

*PrudentRx is available for specialty drugs with the Traditional Co-Pay Plan. Select specialty medications may be available at no cost through the program; employees who opt out are responsible for 30% coinsurance.

Dental – Delta Dental

Feature	Coverage
Deductible	$50 individual / $150 family
Plan maximum	$2,000 per individual
Orthodontics maximum	$5,000 lifetime
Delta PPO	In-network
Delta Premier	In-network; may be subject to overage fees
Routine exam / cleaning	100%
Minor restorative care	80%
Major restorative care	50%
Endodontics & simple extraction	80%

Vision – VSP

Feature	Coverage
Well Vision Exam	$10 copay*
Frames	$300 allowance; $320 featured brands; 20% savings over allowance
Contacts & fitting	$300 allowance for contacts and lens exam; 15% savings on contact lens exam

**The Ames BCBS Medical Plan covers the $10 vision exam copay. The plan allows either contacts or glasses every 12 months.*

Dental & vision premiums

Coverage	Dental	Vision
Employee Only	$3.00	$1.00
Employee + Family	$10.00	$3.00

Providing Security – Disability, Life, Voluntary Benefits, Leaves of Absence

AMES PAID | Short-Term Disability

Eligible beginning 90 days after hire. After a one-week waiting period, Ames provides wage continuation for up to 11 weeks at 70% of base wages, up to $2,100 per week.

AMES PAID | Long-Term Disability

Company-paid coverage begins after the 84th day of disability, after STD is exhausted. It replaces 50% of base wages up to $10,000 per month. Benefit payments are non-taxable to the employee.

AMES PAID | Basic Life + AD&D

$50,000 Basic Life and $50,000 AD&D. Original benefit amounts reduce beginning at age 65.

AMES PAID | Mental Health Support

Confidential mental health resources are available 24/7. Ten visits are provided at no cost for each employee and eligible dependent, per year.

Voluntary life coverage | Employee paid

In addition to company-paid Basic Life and AD&D, employees may purchase additional life insurance in $10,000 increments up to the lesser of 5x base annual salary or $500,000. Guaranteed Issue for eligible employees is $100,000; Evidence of Insurability is required above that amount. Dependent life is also available, subject to the limits and eligibility described in the plan.

Accident Insurance | Employee paid

Provides a fixed payment for covered accidents, with payment varying by the type and severity of injury and the Low or High Plan selected.

Critical Illness Insurance | Employee paid

Provides a lump-sum payment if you or a covered family member is diagnosed with a covered serious illness.

Hospital Indemnity Insurance | Employee paid

Provides coverage for hospital admission, accident-related inpatient rehabilitation and hospital stays.

Paid parental leave | Company paid

Eligibility begins 90 days after hire.

Leave	Company-paid benefit
Maternity	6 weeks at 100% pay
Paternity	1 week at 100% pay
Adoption	6 weeks for primary caregiver or 1 week for secondary caregiver at 100% pay

Military paid leave | Company paid

For up to one year while an eligible employee is in military training and/or on active duty, Ames will pay the difference when documented military base pay is less than the employee’s base pay. Medical, dental, and vision benefits also continue for up to one year.

Supporting Your Well-Being

Lyra | 10 visits at no cost

Confidential mental health resources are available 24/7 to employees and immediate family members. 10 visits are provided at no cost for each employee and eligible dependent, per year.

Hinge Health | No cost

Digital physical therapy with personalized care plans and coaching for musculoskeletal health. Available at no cost to all employees; spouses and dependents 18+ enrolled in Ames medical benefits are also eligible.

BenefitHub | Ames Perks

Discount and reward platform with savings that may include auto and home insurance, pet insurance, travel, hotels and event tickets.

Paid time off – Non-union employees

Vacation | Company paid

Years of service	Non-craft / month	Craft non-union / week	Annual accrual	Maximum 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 | Company paid

Accrual (per 30 hours worked)	Annual Accrual Rate	Maximum Accrual Cap
1 hour	56 hours	80 hours

Holidays | Company paid

New Year’s Day | Memorial Day | 4th of July | Labor Day | Thanksgiving | Day After Thanksgiving | Christmas Eve | Christmas Day

Important information

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 provisions outlined in this benefits summary. If there is a conflict, the benefit plan documents and written Ames policy prevail.