



2025 TOTAL REWARDS

More benefit information is always available at www.MyMyersBenefits.com



MEDICAL INSURANCE - Anthem

- 3 Plans - including a Health Savings Account.
- Access to a network of providers that is one of the largest in the nation, BlueCross BlueShield.
- **Free** preventive care, including annual checkups and immunizations.
- Personalized health services and online tools to help you manage your health, health decisions and health care dollars.



VISION INSURANCE - Anthem

- 2 Plans - Basic and a Buy-Up option
- Vision examinations are covered once every 12 months.
- Prescription lenses are covered once every calendar year.
- Frames are covered once every 24 months, depending on the plan you choose.
- Prescription contact lenses are covered once every 12 months.



PRESCRIPTION DRUG COVERAGE - Anthem / CarelonRx

- Prescription drug coverage with a money saving mail service option.
- 30 day supply at retail pharmacies.
- 90 day supply at CVS.
- 90 day supply mailed to your home.



BASIC LIFE AND AD&D INSURANCE - Unum

- Paid by Myers Industries, Inc.
- 1 times (1x) base annual earnings.



DEPENDENT LIFE INSURANCE AND AD&D INSURANCE - Unum

- Available for self, spouse and children.



DENTAL INSURANCE - Delta Dental

- 2 Plans - Basic and a Buy-Up option
- No deductible.
- Preventive covered 100%.
- Orthodontics coverage for adults + children.



SHORT TERM DISABILITY INSURANCE - Unum

- Paid by Myers Industries, Inc.
- Additional buy-up short term disability available for hourly employees.

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LONG TERM DISABILITY INSURANCE - Unum

- Provided to all employees by Myers Industries, Inc.
- Additional coverage available as a buy-up.
- *Eligible after one year of service*



PARENTAL LEAVE

- All regular full-time team members of Myers are eligible for up to six (6) weeks of paid parental leave.
- The six (6) weeks of paid parental leave under this policy will run concurrently with all statutory leave laws and any paid benefits for which you may qualify, up to a maximum of 100% of your regular base pay.



401(K) RETIREMENT PLAN

- Myers Industries, Inc. makes a matching contribution up to 4%.
- Automatic enrollment
- Investment options



EMPLOYEE STOCK PURCHASE PLAN

- Become a stock holder through payroll deductions.
- *Available after 30 days of service*



VOLUNTARY BENEFITS - Unum

- Critical Illness
- Accident coverage
- Whole Life Insurance
- Group Hospital Indemnity

***Can only elect these benefits during annual OE.*



EMPLOYEE ASSISTANCE PROGRAM - Unum

- Provided to all employees, and their family members, at no additional cost
- Assists in dealing with a wide variety of issues and concerns.
- Telephone consultations and face-to-face meetings are available
- Available 24/7



TUITION REIMBURSEMENT

- Pursue a job-related college degree and you may be eligible for tuition reimbursement benefits.
- See an HR Representative for additional details.



WELLNESS PROGRAM - Wellworks

- Complete the required wellness activities by October 31st, 2025 and earn the wellness rate for the 2026 benefit year.



ADDITIONAL CARE OPTIONS - Care Partners

- Trained and expertise care partners trained to help employees thru suicide prevention, intervention and postvention, compassion fatigue, addiction, and more
- Services for all employees and immediate family members are available 24/7/365, voluntary, confidential, and neutral from company operations