

2027 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.

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.

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

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.

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.

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SHORT TERM DISABILITY INSURANCE - Unum

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

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

NEW

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

If you wish to have Accident, Critical Illness, or Hospital Indemnity coverage in 2027, you must enroll or re-enroll in these benefits through Dayforce during Open Enrollment.

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 - Myers Wellness Program

- Complete 2 wellness program steps by October 31st, 2027 and earn the wellness rate for the 2028 benefit year.

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