

The background of the entire page is a photograph of a vineyard. In the foreground, rows of grapevines are visible, some with green leaves and others bare. A large, leafy tree stands on the left side. In the distance, there are rolling hills under a dramatic, cloudy sky with warm, golden light, suggesting a sunset or sunrise.

WENTE[®]

F A M I L Y E S T A T E S

employee benefit guide
2022

WENTE®

FAMILY ESTATES

VISION

WE STRIVE TO BE ONE OF THE MOST RESPECTED
FAMILY-OWNED WINERIES IN THE WORLD.

MISSION

TO INSPIRE PEOPLE TO MAKE TIME FOR WHAT MATTERS,
BY CREATING AND DELIVERING OUTSTANDING WINE
AND WINE COUNTRY EXPERIENCES.

VALUES

RESPECT, INTEGRITY, SUSTAINABILITY, EXCELLENCE

Wente Family Estates is a “people-centric” culture. We work hard and enjoy the opportunity to celebrate our successes.

We have a rich history as California’s oldest family owned and continuously operated winery. Over the last 136 years we have progressively achieved growth milestones and honored our commitments to one-another, our loyal customers, and our partners.

“California wine and California wine country lifestyles are recognized and appreciated worldwide,” Carolyn Wente says. “Our family is dedicated to sharing the joys of wine country living – great wine and food, good times with family and friends, and the beauty of the land”.

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Welcome to Wente Family Estates

Wente Family Estates not only creates world-class wines embodying sustainable farming and viticulture techniques; our organization offers a fun, innovative and inspiring place to work! You have joined an environment where passion, teamwork, and creativity are valued. We seek to attract the most qualified and dedicated employees for our team and provide a competitive and comprehensive employee perks and benefits package as part of our total compensation strategy. This guide provides an overview of the Wente Family Estates key offerings. We encourage you to carefully review this guide before making your benefit elections.

WE Give: Wente's Charitable Giving Program

Key components include:

- WE Give will complement the goals and mission of the Wente Foundation for Arts Education.
- Allows for employees to donate to select charities through a simple payroll deduction in UKG.
- Giving through this program will be 100% optional to employees and will include information on potential tax benefits for charitable giving.
- In 2022, we are adding a company match. Wente Family Estates will match all contributions to the WE Give program in 2022 at the rate of 50%. So for every dollar donated, the company will add another 50 cents.

Employee Discounts

All purchases at the tasting rooms, golf course, and grill must be paid by a check, credit card or cash. No employee purchases will be made on account. Employee discounts cannot be applied when paying with Costco Gift Cards. Employee discounts cannot be combined with other offers. Under no circumstances may these discounts be used for personal profit or to compete with the Company.

Tasting Rooms

- Complimentary wine tasting for you and up to 3 guests. These employee tastings are available during operating hours, and if space is available at our tasting rooms.
- 50% off any Class or Tour – As an employee benefit you can book any class or tour (for you and up to 3 guests) that is offered in the tasting rooms at a discount of 50%. You must accompany your guests to receive the discounts.
- 30% off food at The Grill, and 30% off Food & Wine experiences.
- Wine Discount –For all employees 21+, you may purchase wine at any of our Tasting Rooms at a discount ranging from 30 – 50% off retail. In addition, a 30% discount is available on most non-wine items.

- Holiday Wine – For all employees 21+, we provide holiday wines three times a year: Easter, Thanksgiving and Christmas
- Employee Club Membership – As an employee club member, you will receive 50% off all wines for the respective club membership. This includes 50% off your club shipment and 50% off any wine purchased from the respective tasting room.

The Tasting Lounge

- Wine: All employee 21+ will receive their wine discount (30%-50%) on bottles purchased at the Vineyard Table and Tasting Lounge. All employee 21+ can also receive 50% off the price of a flight of wine for themselves and up to 3 guests. Receive 30% off Food & Wine experiences for you and up to 3 guests. You must be present to receive this discount. There are no discounts off wines by the glass.
- The Grill (at Wente family Estates) 30% off your total check (includes food and beverage) for you and up to 3 guests. A 50% discount on food and non-alcoholic beverages is available for Grill and kitchen staffs during their meal break. This meal is “take-out” and cannot be consumed in guest areas. 50% Staff Meal break discounts is based on business demands and/or menu may be limited by business needs.



Special Events and The Course at Wente Vineyards

Special Events (concerts, private events, etc.):

- Concerts and special events will have specific employee pricing base on event. Please check with the Entertainment Box Office for specific event pricing.
- Room Rentals: 30% off all site fees.

Golf

Subject to tee time availability. Contact the Pro Shop for rates.

Paid Holidays and Time Off

Wente presently recognizes certain holidays in each calendar year. A paid holiday schedule is communicated each year by December 15th.

Paid Time Off

Full-time employees earn between 2-5 weeks of paid time off. Accrual begins on the date of hire and is accrued bi-weekly. The accrual schedule is based on length of service.

Paid Volunteer Time Off

Get paid to volunteer! Regular full-time and part-time employees receive 4-8 hours of VTO per calendar year.

Make Time Off

All regular full time and part time employees may take 4 hours per calendar year on each of their Service Anniversary Dates (or within 30 days after their Service Anniversary Date) as a paid make time off holiday at their current base wage rate.

Full details regarding the Employee Discount Programs, Paid time off and Holidays, including eligibility, can be found in the Employee Handbook.





Employee Benefits Overview / Eligibility Requirements

Wente is committed to providing exceptional benefits to our employees. Keeping in mind the unique and diverse needs of our employees, we have put together a benefits program that will help protect the personal and financial well being of you and your family.

Upon joining Wente, health benefits for full-time employees begin the first of the month following or coinciding with 30 days from date of hire. The plan and dependent elections that you make when you are hired or during annual open enrollment are effective for the entire calendar year unless you experience a qualifying event (marriage, birth, adoption, or loss of coverage).

Wente holds an annual Open Enrollment for a January 1st effective date. During that time, you can make changes to your benefit plan elections such as adding or deleting your spouse, dependents and/or changing health plans.

If you experience a Qualifying Event after open enrollment, you must notify Human Resources within 30 days, otherwise you will be required to wait until the next Open Enrollment to make any changes to your benefit plan elections.

Eligible Dependents

You may cover your dependents under many of the benefit plans as long as they are one of the following:

- *Your spouse or registered domestic partner*
- *Your child(ren) up to age 26 regardless of student or marital status*
- *Your handicapped child(ren) regardless of age if incapable of self-sustaining employment, and if the handicap began before the limiting age*

How Do I Enroll in Benefits?

New hires will receive instructions from Human Resources and will be provided with a link to the UKG enrollment system. Login instructions will be provided to you.

Within UKG, you can enroll yourself and eligible dependents in the plans that fit you and your family best. For more information about the plans offered visit <https://benefits.filice.com/wente> to review plan designs, required notices, evidence of coverage, your official plan documents and much more.

We have resources to help every step of the way! **For additional assistance/questions please contact your Human Resources team.**

Please Note: Regardless if you are electing benefits or if you declining are benefits you MUST log into UKG and complete the process.



Medical Insurance

Eligible employees may enroll in either the Anthem Evolution Health HRA Medical Plan, or the Kaiser Deductible HRA plan. Both plans offer comprehensive coverage to employees and covered family members. The most significant difference is the selection of providers available to you. Kaiser members have access to medical services and doctors only through Kaiser facilities. The Anthem Evolution Health HRA plan is designed as a PPO and as such offers members the flexibility and autonomy to seek care from contracted or non-contracted providers.

The medical plans include a calendar-year deductible that must first be satisfied before most copay or coinsurance amounts apply. Deductibles reset every year on January 1.

Both plans are also coupled with a Health Reimbursement Arrangement (HRA). The HRA is an account that is owned by Wente. Wente deposits funds for your use on eligible medical plan expenses. This is a funding vehicle that is used to offset your medical plan's high deductible. See [page 10](#) for more information on your HRA.

Medical Services	Kaiser HRA	Anthem Evolution Health HRA	
	Kaiser Network Only	In-Network	Non-Network
Individual Deductible	\$1,500	\$3,000	\$3,000
Family Deductible	\$3,000	\$6,000	\$6,000
Individual HRA Contribution	\$1,000	\$1,500	
Family HRA Contribution	\$2,000	\$3,000	
Individual Out of Pocket Max.	\$3,000	\$4,000	\$6,000
Family Out of Pocket Max.	\$6,000	\$8,000	\$12,000
Office Visit	\$20 (after ded.)	0% (after ded.)	30% (after ded.)
Specialist Visit	\$20 (after ded.)	0% (after ded.)	30% (after ded.)
Preventive Care	\$0 (no ded.)	\$0 (no ded.)	30% (after ded.)
Diagnostic Lab, X-Ray	\$10 (after ded.)	0% (after ded.)	30% (after ded.)
Complex Radiology (CT, MRI, PET)	\$50 (after ded.)	0% (after ded.)	30% (after ded.)

Continued on page 10

Medical Services	Kaiser HRA	Anthem Evolution Health HRA	
	Kaiser Network Only	In-Network	Non-Network
Inpatient Hospital	20% (after ded.)	0% (after ded.)	30% (after ded.)
Outpatient Surgery	20% (after ded.)	0% (after ded.)	30% (after ded.)
Urgent Care	\$20 (after ded.)	0% (after ded.)	30% (after ded.)
Emergency	20% (after ded.)	\$100 Copay, ded. applies	

Prescription Drug Coverage: 30-day Supply

Rx Generic	\$10 (no ded.)	\$10 (after ded.)	Not covered
Rx Preferred Brand Name	\$30 (no ded.)	\$30 (after ded.)	Not covered
Rx Non-Preferred Brand Name	N/A	\$50 (after ded.)	Not covered
Rx Specialty Drugs	20% up to \$150 (no ded.)	N/A	Not covered

To find in-network providers, review the prescription drug formulary list, or to find out more detailed information about your plan and network, please visit the benefits website benefits.filice.com/wente/

\$0 Cost Medication Program

Anthem Evolution Health members have an opportunity to reduce their cost for Brand medication to \$0 through the CRX program by visiting benefits.filice.com/wente. Call 866-488-7874 ro confirm eligible drugs or to find out additional inforamation.

If you are eligible for this program or become eligible in the future, an Evolution Health representative will reach out to you to assit you with enrollment in the program.



Your Health Reimbursement Account (HRA)

As an added benefit, the company contributes financially towards your qualified out-of-pocket costs by way of an HRA. Qualified expenses include things like doctor's visits, prescription medication, lab tests, and hospitalization. The company makes these contribution dollars available at the beginning of the plan year. Please see the table on the preceding page under Annual HRA Contribution from Wente Family Estates for contribution amounts. As long as you have funds available in your HRA, you will pay \$0 for your medical and prescription expenses. You will begin receiving bills from providers once your HRA funds are depleted.

At the end of the year, unused HRA dollars roll over in your account up to a maximum account balance of \$3,000 for the employee and \$6,000 for family coverage.

Kaiser members will receive a debit card to pay for both medical and prescription expenses. Anthem Evolution Health members will receive a debit card to pay for only prescription expenses; your HRA will pay for your medical services directly as long as you have funds available.

2022 New Hires: HRA funding will be prorated for any 2022 new hires who join the plan midyear. Please contact Human Resources for details. This information can also be reviewed in the official plan document which is accessible here: benefits.filice.com/wente.

Keep track of your HRA balance by registering online: myEVHC.com (Anthem Evolution Health) or www.kp.org (Kaiser).

Wellness Incentive Program

Staying healthy is one of life's key challenges. Medical plan members have the opportunity to earn bonus dollars that accumulate on top of your HRA annual maximum balance.

Visit your doctor for your annual routine preventive exam. Advise Human Resources and your additional funds will be deposited into your HRA.

Earn an additional \$200 for an individual or \$400 for a family!

Dental Insurance

Dental coverage is provided for you and your family members through Guardian. A PPO plan offers you the most flexibility when choosing a dentist as you can seek services in and out of network. When choosing a provider please use the DentalGuard Preferred PPO network.

Dental	In Network	Out of Network
Preventive Care - Deductible does not apply <i>(exams, cleanings, x-rays)</i>	100%	80%
Basic Care <i>(basic fillings, extractions, repairs, complex oral surgery)</i>	90%	80%
Major Care <i>(crowns, inlays and on-lays, bridges and dentures)</i>	60%	50%
Deductible	\$50 Individual / \$150 Family	\$75 Individual / \$225 Family
Maximum Benefit Per Calendar Year	\$2,000	\$1,000
Orthodontia	50% to \$2,000 lifetime maximum	

If you need dental treatment that is expected to exceed \$300, it is recommended that you request a Predetermination of Benefits or Pre-treatment Estimate before services are performed. Your provider can submit this request to Guardian on your behalf. Both you and your provider will receive an estimate of your out-of-pocket cost after the plan benefits are applied.

Maximum Rollover Feature

This plan also includes a feature that allows you to roll over a portion of unused benefits for future use. You must submit at least one claim during the plan year and stay below the claims dollar threshold of \$500 to qualify to rollover \$250 to the next plan year. The rollover account limit is set at \$1,000. For full details, visit benefits.filice.com/wente



Vision Insurance

Wente employees are offered vision benefits through VSP. The **VSP Choice** Network has over 23,000 eye doctors, located in rural and metropolitan areas throughout the nation. VSP doctors provide both eye exams and eye wear, making for a convenient “one-stop” means of obtaining eye care benefits. Services obtained by non-network providers will be eligible only for a fixed reimbursement amount determined by the plan.

VSP Choice Network	In-Network	Out-of-Network
Office Visit / Examination <i>(every 12 months)</i>	\$10 copay	Plan pays up to \$45
Prescription Glasses Copay	\$25 copay	Reimbursement Varies
Lens Replacement <i>(every 12 months)</i>	100% after copay	Reimbursement Varies
Single Vision	100% after copay	Reimbursement Varies
Bifocal	100% after copay	Reimbursement Varies
Trifocal	100% after copay	Reimbursement Varies
Frame Allowance <i>(every 12 months)</i>	Up to \$130 + 20% discount	Plan pays up to \$70
Contact Lenses <i>(in lieu of glasses, every 12 months)</i>	Up to \$130 + 20% discount	Plan pays up to \$105
Fitting for Contact Lenses	\$60 copay	Not covered
Retinal Screening (Optomap)	\$39 copay	Not covered

- 20% savings on additional glasses and sunglasses, including lens enhancements, from any VSP provider within 12 months of your last WellVision Exam.
- The VSP Laser VisionCare Program is available to you through this plan. You can get discounted pricing for laser vision correction services through contracted facilities.
- The TruHearing program provides discounts for more than 90 digital hearing aids in 400 styles, batteries and up to three professional visits with each hearing aid purchase.



Additional Vision Benefits and Discounts

Vision discount programs are available to you and your family if you participate in one of the medical plans, or the dental plan. The benefits of the discount programs vary depending on your medical/dental elections. Please refer to the applicable carrier plan summary for more details about the vision discounts outlined below:

- Kaiser members are eligible for eye exams (copay applies) and discounts on vision-related services and hardware through a Kaiser vision provider.
- Anthem EVHC members are eligible for discounts on eyeglasses or contacts through the Healthy Rewards Program. You can receive discounts on your eye exams, lenses, frames and LASIK services.
- When you elect Guardian dental coverage, you are eligible for discounts on exams, glasses, contact lens services and laser vision surgery through the Guardian Vision Access Plan.

Basic Life and AD&D Insurance

Basic Life and Accidental Death and Dismemberment insurance through New York Life Group Benefit Solutions is provided to all benefit-eligible employees. This policy helps protect your family's financial security in the event of your death. An Accelerated Benefits feature also helps offset expenses if you become terminally ill by providing a portion of your benefits if this situation arises.

Features	Basic Life and AD&D
Benefit	Standard policy pays 1 times the employee's salary up to \$200,000.

**For Executive benefits please reach out to Human Resources for plan details.*

Please refer to carrier coverage booklet for applicable benefit maximum amount. Please note that benefits are reduced to 67% of the in-force coverage amount at age 70 and 50% at age 75.



Disability Income Benefits

If you become ill or unable to work, Wente provides income protection benefits through New York Life Group Benefit Solutions at no cost to you. These benefits have been designed to protect your earnings in the case of either a short term disability or longer period of disability. These benefits are designed to complement available state benefits where applicable.

California SDI: California Employees

Employees living and working in California may be eligible for disability benefits through the state of California if you become unable to work due to accident or illness. The benefit for 2022 is as follows:

- 60% of earnings up to \$1,539.71 per week
- Benefits begin on the 8th day of illness / injury
- Benefits continue for up to 52 weeks

Short Term Disability: Non-California Employees

Wente provides short term disability benefits to employees outside of California through New York Life Group Benefit Solutions. This plan is 100% Employer paid. The benefit for 2022 is as follows:

- 60% of earnings up to \$1,540 per week
- Benefits begin on the 8th day of illness / injury
- Benefits continue for up to 25 weeks

Long Term Disability: All Employees

In the event that you suffer a long-term disability that prevents you from working, the plan will supplement a portion of your income to help you with your financial obligations. If you continue to meet the definition of disability, this plan may continue up to Social Security Normal Retirement Age. This benefit is 100% employer paid.

Features	Long Term Disability
Benefits Begin	180 days after disability
Percentage of Income Replaced	60%
Maximum Benefit	\$10,000 per month
Benefit Integration	Automatic integration with State Disability Insurance, as applicable.

Voluntary Life and AD&D Insurance

Employees who want to supplement their Group Life and AD&D benefits may purchase additional Voluntary Life coverage. When you enroll yourself and your dependents in this benefit, you pay the full cost through payroll deductions. You can purchase coverage for you, your spouse or child(ren) as outlined below. Evidence of Insurability is required for applied amounts that exceed Guaranteed Issue, and for applications submitted after the initial eligibility date.

Coverage	Optional Life and Voluntary AD&D
Employee	<ul style="list-style-type: none"> \$25,000 increments up to 5x annual salary up to \$500,000. Guaranteed Issue Amount = \$100,000 (up to age 59)
Spouse	<ul style="list-style-type: none"> \$5,000 increments up to \$250,000 Guaranteed Issue Amount = \$25,000 (up to age 59) Spouse coverage cannot exceed 50% of Employee Amount.
Child(ren) ¹	<ul style="list-style-type: none"> \$1,000 increments per child up to \$10,000.² Child coverage cannot exceed 50% of Employee Amount.

¹ Children qualify up to age 26

² Children birth to 6 months are covered for \$500.

The table below illustrates the rates for employees and spouses by age range. Reference these rates to calculate your post-tax monthly premium amounts using the tables on the next page. Please note that benefits are reduced to 67% of the in-force coverage amount at age 70 and to 50% at age 75. Please refer to the plan summary to review the full benefit reduction schedule.

Monthly Cost for each \$1,000 of Voluntary Life and AD&D Insurance											
Age	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
Employee Rate per \$1,000	\$0.06	\$0.08	\$0.11	\$0.13	\$0.15	\$0.24	\$0.75	\$1.16	\$1.44	\$2.26	\$3.63
Spouse Rate per \$1,000	\$0.06	\$0.08	\$0.11	\$0.13	\$0.15	\$0.24	\$0.75	\$1.16	\$1.44	No coverage	
Child(ren) Rate per \$1,000	All eligible children: \$0.229										

*Voluntary AD&D cost per \$1,000 of coverage: \$0.03

Voluntary Life and AD&D Worksheet

Below is an example of an employee who is considering voluntary life insurance for himself and his spouse.

Bob wants to apply for \$300,000 in life insurance for himself, and the maximum for his wife Jane. He is 33 years old and Jane is 40. Since the maximum spouse coverage is 50% of the employee amount, Jane can only apply for \$150,000.



	Enter the coverage amount you wish to apply for below. (A)	Divide by 1,000. Enter amount below. (B)	Multiply (B) by rate from the table above. This is your monthly premium amount.	Subtract Age Reduction % below from (A) if applicable before calculating.
Employee: Bob	\$300,000	300	$300 \times 0.11 = \$33.00$	33% at age 70 50% at age 75
Spouse: Jane	\$150,000	150	$150 \times 0.16 = \$24.00$	

You can use the table below to calculate your monthly premium amounts. Benefits will reduce beginning at age 70, again at age 75 and every 5 years thereafter until age 95. Be sure to reduce your coverage amount by these percentages to estimate your premium at these corresponding ages.

	Enter the coverage amount you wish to apply for below. (A)	Divide by 1,000. Enter amount below. (B)	Multiply (B) by rate from the table above. This is your monthly premium amount.	Subtract Age Reduction % below from (A) if applicable before calculating.
You				33% at age 70 50% at age 75
Spouse				

Health and Dependent Care Flexible Spending Accounts (FSA)

Eligible employees have the opportunity to pay for qualified medical, dental, vision, and dependent care expenses with pre-tax dollars through the Flexible Spending Accounts (FSA). You must enroll/re-enroll in the plan to participate in a new plan year. You can save approximately 25% of each dollar spent on these expenses when you participate in a FSA.

A health care FSA is used to reimburse qualified out-of-pocket health expenses incurred by you and your dependents. A dependent care FSA is used to reimburse expenses related to care of eligible dependents while you and your spouse work.

Contributions to your FSA come out of your paycheck before any taxes are taken out. This means that you don't pay federal income tax, Social Security taxes, and state and local income taxes on the portion of your paycheck you contribute to your FSA.

2022 Contribution Limits:

Health Care FSA: \$2,850
Dependent Care FSA: \$5,000

You should contribute only the amount you expect to pay out of pocket for eligible expenses during the plan period. If you do not use the money you contributed, you will be allowed to carry over up to \$570 of your unused balance to the new plan year if you re-enroll. This is the Carryover Option. You will receive a debit card that may be used to pay for qualified health care expenses.

	Without FSAs	With FSAs
Combined gross income:	\$100,000	\$100,000
FSA contributions:	0	-7,700
Gross income:	100,000	92,300
Estimated taxes:		
Federal	-28,000	-25,844
FICA	-7,500	-6,923
After-tax earnings:	64,500	59,533
Post tax medical and dependent care expenses:	-7,700	0
Remaining spendable income:	\$56,800	\$59,533
Spendable income increase:		\$2,733

Bob and Jane's combined gross income is \$100,000. They have two children and file their income taxes jointly.

Since Bob and Jane expect to spend \$2,700 in healthcare expenses for the family and \$5,000 for day care next plan year, they decide to direct a total of \$7,700 into their FSAs.

A list of approved expenses is available online at: benefits.filice.com/wente

Commuter Benefits

Commuter Benefits allow employees to pay for certain workplace commuting expenses, including mass transit and parking, on a tax-free basis through payroll deductions. By enrolling in a commuter benefit plan, you can pay for qualified workplace mass transit and parking expenses with tax-free contributions, meaning that you will not pay federal income taxes, social security (FICA) taxes, or state income taxes (may vary by state) on these expenses. When you enroll in the plan, you will indicate how much you want to contribute to your Mass Transit and/or Parking Account.

What are eligible commuting expenses?

Qualified workplace commuting expenses must be for mass transit and/or parking expenses incurred between a residence and place of employment.

Qualified Mass Transit Expenses:

- Buses
- Trains
- Subways
- Ferries
- Van pools

Qualified Parking Expenses:

Parking expenses incurred near your workplace or a location from which you commute to work, such as park-and-ride.



2022 Contribution Limits:

Mass Transit: \$280/month
Parking: \$280/month

401(k) Plan

Wente Family Estates offers a great 401(k) Plan for all employees. To be eligible, an employee must be 21 years of age and work 1,000 hours within the first 6 months of employment. Once an employee meets these eligibility requirements, the new employee will receive an enrollment kit. The employee has 30 days to opt out of the plan; if no action is taken, then enrollment is automatic. In addition, each year the company determines its discretionary contribution. Your deferral amount will automatically be deducted pre-tax from your paycheck every pay period and directed to your 401(k) account. Please see your Human Resources contact to obtain more information.

- To change your investment allocation, please contact Empower at www.retiresmart.com/
- To discontinue participation or suspend deductions, please contact Empower at www.retiresmart.com/



Employee Assistance Programs (EAP)

Employees have access to a confidential Employee Assistance Program (EAP) through New York Life's Life Assistance Program and Emergency Travel Assistance services from New York Life's Secure Travel. EAP services are immediately available to you. Emergency Travel Assistance is available when you travel more than 100 miles from home. The resources and services below are available 24 hours a day, 7 days a week at no cost to employees. Please refer to the contact details located on the last page of this booklet.

New York Life's Life Assistance Program (EAP)

- Referral assistance to in-person counseling for mental health, family and clinical issues
- Resources and referrals for new parents
- Referral assistance with child and elder care
- Legal resources and services for divorce, wills, trusts and accidents
- Financial services including financial planning, home purchase and college savings

New York Life's Emergency Travel Assistance

- Medical repatriation to your home or a rehabilitation facility with a medical or non-medical escort
- Prescription assistance if you need a replacement while traveling
- Hospital admission guarantee outside the United States by validating your health coverage or by advancing funds to the hospital
- Emergency message transmission
- Legal and interpreter referrals
- Return of mortal remains

Please note that the programs described on this page are available to all benefit-eligible employees, you do not need to be enrolled in the medical, dental or vision plans to enjoy these benefits.

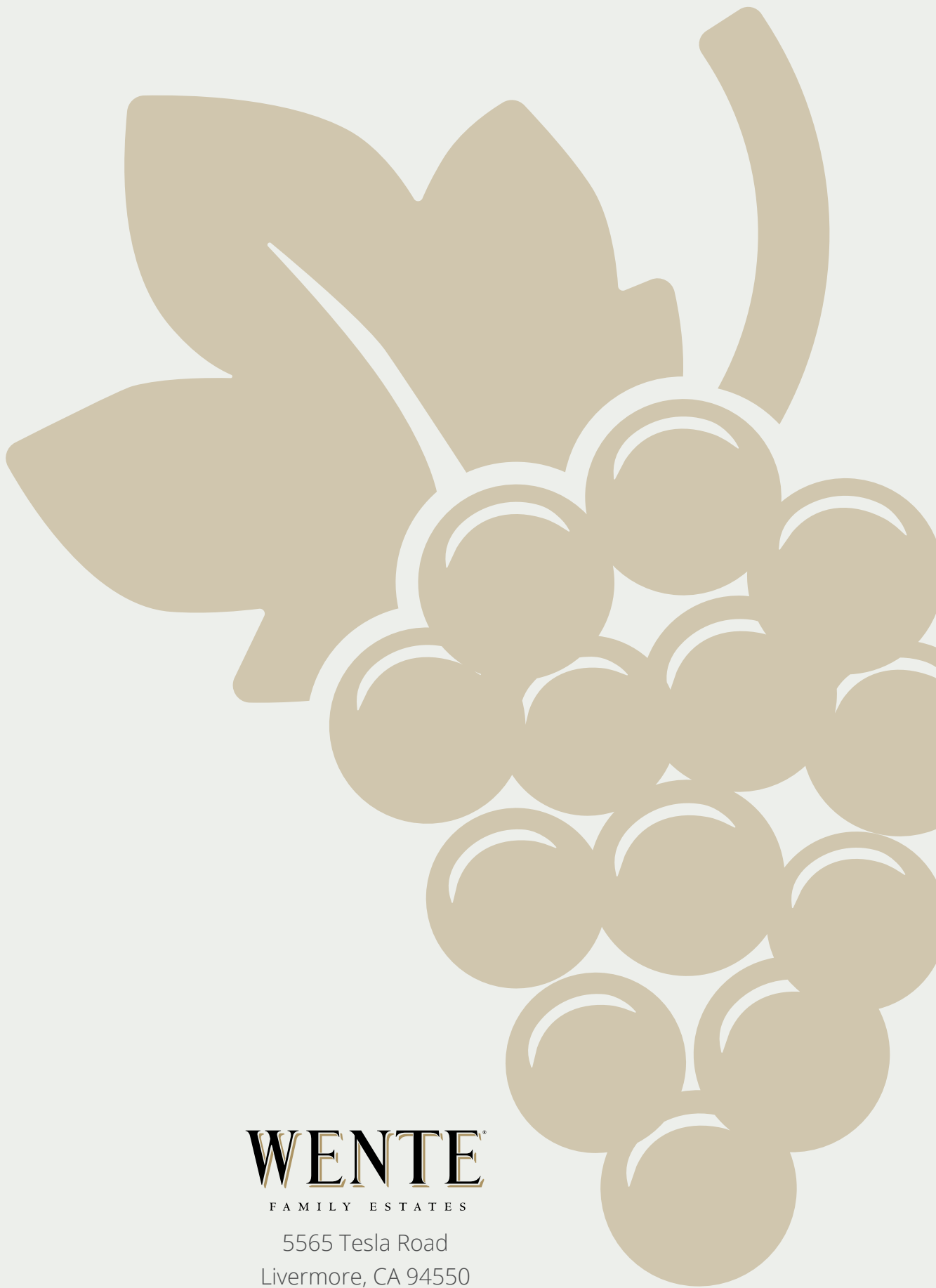
Carrier Contact Information

Carrier / Vendor	Group # Reference ID	Phone	Website / Email
Anthem Evolution Health • HRA	WV-ECM	877-877-3496	www.myEVHC.com
Prescription Drugs • CVS Caremark • CRX Free Brand Medications	WV-ECM	CVS: 800-746-7287 CRX: 866-488-7874	caremark.com *Do not sign up online with Caremark until you sign up with EVHC
Kaiser Permanente • HRA	14648	800.390.3507 877.761.3399	www.kp.org
Guardian Dental	374462	888.600.1600	www.guardianlife.com
VSP Vision	30052557	800.877.7195	www.vsp.com
New York Life Group Benefit Solutions • Life / AD&D • Voluntary Life • Disability	Group & Vol Life SGM608582 Group & Vol AD&D SOK606307 Group STD SGD 613362 Group LTD SGD 609172	800.362.4462	www.newyorklife.com/ group-benefit-solutions/ forms
BRI Benefit Resource, Inc. – FSA and Commuter	Company code: wente Employee code: SSN	866.996.5200	www.benefitresource.com
New York Life's Life Assistance Program	N/A	800.538.3543	www.signalap.com
New York Life Secure Travel	Group #57	USA: 888.226.4567 Outside USA Collect: 202.331.7635	
Empower 401(k)		800.743.5274	www.retiresmart.com/
Filice Account Manager - (English and Spanish) Jasmine Perez		925.385.5306	wentebenefits@filice.com
Wente Family Estates Benefits Resources Website			benefits.filice.com/wente/

About This Guide

This guide provides only highlights of the programs, perks and benefits offered at Wente Family Estates (Wente). Our benefits program is customized to our staff based on their needs. Wente may modify, amend or terminate any of the company-sponsored benefit plans offered at any time, and to the extent permitted by law, without the consent of or prior notice to any participant. This document does not serve as a contract or offer of employment. If there are inconsistencies between this document and the legal plan documents describing our benefits, for example, the legal plan documents will govern. All plan documents are available electronically on Wente's benefit website. A paper copy will be provided to you upon request. Contact your Human Resources department for more information.

[illegible]



WENTE[®]
FAMILY ESTATES

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