



Benefits at a Glance

FULL-TIME BENEFIT INFORMATION

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At Schwan's Company, we are dedicated to creating a fulfilling work environment for our team members. As part of our commitment to your success, we offer a comprehensive Total Rewards package designed to meet your needs and exceed your expectations.

WHAT DO WE MEAN BY TOTAL REWARDS?

Total Rewards represents all of the components that make up your compensation and benefits of working at Schwan's. Take a closer look at the exceptional benefits you'll enjoy:



COMPETITIVE WAGES

Your compensation is carefully evaluated on a yearly basis to ensure you are being paid a competitive rate within the industry and communities in which we compete.



INSURANCE BENEFITS

We want all team members and their families to have access to important insurance benefits that help make health care and other services more affordable. We offer a wide range of insurance options to meet your needs.

- Health
- Dental
- Vision
- Disability
- Life
- Voluntary benefits



RETIREMENT SAVINGS PLAN

Through the Schwan's Company Retirement Savings Plan the company offers a matching program in the 401(k) of up to 4%, helping you to save for retirement. We also provide tools and resources to support you in understanding your financial retirement needs.



TEAM MEMBER HEALTH, WELLNESS AND SAFETY

Your well-being is our priority. We are committed to offering comprehensive programs that promote the health, wellness, and safety of our team members. These programs & services include:

- Preventive Care Screenings
- Safety Training
- Tobacco Cessation
- Family Caregiving Support
- Weight Loss
- Heart Disease & Diabetes Prevention
- Employee & Family Assistance
- Diabetes Management
- Digital Physical Therapy
- Women's Pelvic Health
- Expert Medical and Second Opinion Support



PAID TIME OFF

We understand the importance of work-life balance. We offer paid time off and paid holidays for you to recharge and spend quality time with your loved ones.

INTRODUCTION

The information included in this material is a brief overview of the benefits for full-time, regular, non-bargaining US employees of the subsidiaries of Schwan's Company.

WHO IS ELIGIBLE FOR BENEFITS?

If you are a regular employee working 30 or more hours per week, you are eligible for insurance benefits.

For Retirement Plan eligibility see page 3.

WHEN ARE BENEFITS EFFECTIVE?

Group insurance benefits for full-time employees are available to new hires after 30 days of employment. The disability coverage for all employees goes into effect 90 days after your first day at work.

WHO IS AN ELIGIBLE DEPENDENT?

For health, dental, vision, flex spending accounts and life insurance benefits, eligible family members include your legally married spouse and dependent children to age 26. Common law and domestic partnerships are not recognized by the plan.

RETIREMENT SAVINGS PLANS

The Company Retirement Savings Plan allows the company to help all eligible team members save for retirement. The 401(k) program encourages team members to lead the way in their retirement planning. This type of plan provides the opportunity to manage one's own financial destiny, reap the rewards of frequent account contributions, and defer taxes on this total amount.

Listed below are the highlights of the Retirement Savings Plan:

Eligibility for rollover of prior retirement plan accounts	The process to rollover prior retirement accounts from previous employers may start any time after employment
Eligibility for employee contributions to the 401(k) program	Immediate eligibility for all eligible employees including Seasonal, Casual or Merchandisers
Employee contributions to the 401(k) program	Employees can make pre-tax and/or Roth after-tax contributions: <ul style="list-style-type: none"> • 1% to 75% of eligible earnings up to IRS limit of \$23,500 or \$31,000 for employees age 50 and older or \$34,750 for employees age 60 to 63, any time during the year • These limits are subject to change each year
Company Match in the 401(k) Program	Employees will be immediately eligible for the company match upon the start of their own deferrals. <ul style="list-style-type: none"> • 100% on the first 3% employee contribution, then 50% of the next 2% employee contribution for a total company match of 4% • Applies to employee total pre-tax and/or Roth after-tax contribution • Employee contribution between 1% and 5% will be eligible for the company match. Any employee contribution of 5% or more receives the maximum company match of 4%. Contributions beyond 5% will not be matched
Withdrawals and loans	<ul style="list-style-type: none"> • May have 1 outstanding loan against your total account balance • Minimum loan of \$1,000 and maximum of 50% of your vested account balance up to \$50,000 • Hardship withdrawals allowed for: purchase of a principal residence, prevention of foreclosure or eviction, post-secondary education tuition, unreimbursed medical expenses, funeral expenses and casualty property damage • Over age 59 1/2 may take a withdrawal while still employed
Account distributions upon termination of employment	<ul style="list-style-type: none"> • Partial distributions available for accounts greater than \$5,000 • Lump sum distribution
Account investment options	Investment options: <ul style="list-style-type: none"> • Core Fund Options • State Street Target Retirement Lending Series Fund (age base funds) • Fidelity BrokerageLink® (self-directed accounts) If an employee does not make an investment election when enrolling into the Plan, the default investment will be the State Street Target Retirement Lending Series Fund

HEALTH PLANS

The Company offers three health plan options to suit a variety of needs.

PLAN HIGHLIGHTS:

- **SUREST VALUE & SUREST ENHANCED:** These plans are a no deductible health plan option! They have copays for things like doctor's visits and prescriptions. They also give you the ability to know your medical costs, even before you get care, so there are no surprises! The plans are administered by Surest, a UnitedHealth Care (UHC) company. The plans use the UnitedHealthcare Choice Plus Network of physicians. Details are available at Join.Surest.com/Schwans, access code: **Schwans2025** or by calling Surest Member Services at 866-683-6440. With this plan you may contribute to a Medical Flexible Spending Account.
- **WORKING SPOUSE SURCHARGE:** One of the ways we can manage the rising costs for health care is to strongly encourage spouses of Schwan's team members who are eligible for health care from their employer to enroll in those plans. Therefore, a working spouse surcharge of \$250 per month will be added to your health plan premium contribution, if you have elected health coverage from the company for your spouse and they are eligible for health coverage through his/her employer. Certain exclusions apply, visit <https://benefits.schwanscompany.com> for full details.
- **HSA:** The HSA is a two-part plan with a High Deductible Health Plan (HDHP) and Health Savings Account (HSA), to help you save for future medical expenses. The plan has no coinsurance, so once you've met your deductible all in-network expenses are covered at 100%, including prescription drugs. The plan is administered by BlueCross BlueShield of Minnesota.
- **TOBACCO USER SURCHARGE:** A tobacco user surcharge of \$100 per month will be applied to team members enrolled in health coverage who are not tobacco free or have not completed a reasonable alternative program. Tobacco cessation programs are available at no cost to team members & dependents enrolled in the health plans.

HEALTH PLAN RECAP

PLAN DETAILS (IN-NETWORK)	SUREST VALUE	SUREST ENHANCED	HSA
PAYCHECK CONTRIBUTION (PREMIUM)	Low	High	Low
DEDUCTIBLE	Lowest \$0	Lowest \$0	Highest \$5,000 Individual \$10,000 Family
OUT-OF-POCKET MAXIMUM	\$7,000 Individual \$14,000 Family	\$5,000 Individual \$10,000 Family	Same as Deductible
VIRTUAL VISITS	\$0	\$0	Pay Deductible, then \$0
PRIMARY & SPECIALISTS	\$70 to \$150	\$25 to \$130	Pay Deductible, then \$0
URGENT CARE	\$110	\$80	Pay Deductible, then \$0
EMERGENCY ROOM	\$1,200	\$850	Pay Deductible, then \$0
PROCEDURE COPAYS	Up to \$5,500	Up to \$3,500	Not Applicable – Deductible applies to all expenses
INSURANCE CARRIER	Surest – using the UHC Choice Plus Network	Surest – using the UHC Choice Plus Network	BlueCross BlueShield of MN
PRESCRIPTION DRUGS ADMINISTERED BY PRIME THERAPEUTICS	\$15/\$35 \$200 – \$550	\$10/\$25 \$90 – \$370	Pay Deductible, then \$0
SPENDING ACCOUNT ELIGIBLE (TAX ADVANTAGED ACCOUNTS)	Medical FSA	Medical FSA	HSA

DENTAL PLAN

The dental plan is administered by Delta Dental of Illinois. There are two dental plan options to choose from. See chart below for an overview of each plan.

DENTAL BASE PLAN & DENTAL BUY-UP PLAN

DENTAL SERVICE	DENTAL BASE PLAN	DENTAL BUY-UP PLAN
Diagnostic and Preventive Care	100% covered – no deductible	
Basic Service	80% covered after deductible	
Endodontics (Root Canal therapy)	80% covered after deductible	
Periodontics (Gum disease care)	80% covered after deductible	
Oral Surgery	80% covered after deductible	
Major Restoratives (Crowns)	Not covered	50% covered after deductible
Prosthetics (Bridges, Dentures)	Not covered	50% covered after deductible
Deductible per calendar year	\$50 per covered person/\$150 per family maximum	
Annual Maximum per calendar year	\$1,000 per covered person	\$1,500 per covered person
Eligible Dependents	Legally-married spouse and dependent children up to age 26	
Orthodontics	Not covered	50% covered (Available for dependent children ages 8-18)
Orthodontic Maximum	Not covered	\$1,500 separate lifetime maximum
Night Guard	Not covered	50% covered after deductible
Dental Implant	Not covered	50% covered after deductible

VISION PLAN

The vision insurance plan is administered by EyeMed. The plan provides coverage for exams, frames and lenses. See the chart below for an overview of the plan.

VISION PLAN

	VISION PLAN
EXAM COVERAGE (Once every calendar year)	\$10 copay Fit and Follow-up Standard - \$10 copay; contact lens fit and two follow-up visits
FRAME COVERAGE (Once every calendar year)	\$0 copay; 20% off balance over \$150 allowance
LENS COVERAGE (Once every calendar year)	\$20 copay for single vision, Bifocal, Trifocal & Lenticular standard plastic lenses
LENS OPTIONS (Once every calendar year)	Polycarbonate - Standard \$40 copay (under 19 years of age: \$0 copay) Anti Reflective Coating - Standard: \$40 copay Progressive - Standard: \$70 copay Progressive - Premium: \$70 copay 20% off retail price less \$120 allowance Anti Reflective coating - Standard: \$40 copay Scratch Coating - Standard Plastic: \$0 copay Tint - Solid and Gradient: \$0 copay
CONTACT LENSES (Once every calendar year)	Conventional \$0 copay; 15% off balance over \$150 allowance Disposable \$0 copay; 100% of balance over \$150 allowance
Both the frame and contact lens benefit may be used in the same plan year. Lenses for frames received in the same year as contacts will be eligible for a 20% discount.	

LIFE INSURANCE PLANS

BASIC LIFE INSURANCE:

The Company provides eligible team members with Basic Life and Accidental Death and Dismemberment (AD&D) coverage through Securian Life Insurance Company. This coverage is provided at no cost to team members and the benefit is equal to your annual earnings as defined by the plan (\$10,000 minimum, \$500,000 maximum).

OPTIONAL LIFE INSURANCE:

The Company offers additional life insurance through Securian Life Insurance Company. The team member pays the premium for this insurance.

EMPLOYEE BENEFIT: Flat benefit amounts ranging from \$20,000 to \$1,000,000.

SPOUSE BENEFIT: Flat benefit amounts ranging from \$10,000 to \$250,000.

CHILD BENEFIT: Increments of coverage at \$5,000, \$10,000 and \$20,000. Children are eligible from birth to age 26.

EMPLOYEE AD&D: It provides an additional benefit (equal to your Optional Life amount) if you suffer dismemberment, paralysis, loss of sight, speech, or hearing or accidental death. Available to employees only.

SPENDING ACCOUNTS

The Company offers a flexible benefit plan to help you take advantage of paying for selected items on a pre-tax basis.

HEALTH CARE FLEXIBLE SPENDING ACCOUNT:

This account is for eligible health expenses not paid by an insurance plan, such as copays, and deductibles for medical, dental and vision expenses. You may contribute from \$200 to \$3,200 a year.

DEPENDENT/DAY CARE FLEXIBLE SPENDING ACCOUNT:

This account allows you to use funds for dependent or elder care services that allow you to work or attend school full time. You can contribute from \$200 up to \$5,000 a year to the Dependent/Day Care Spending Account (\$200 up to \$2,500 if you are married filing separately).

COMMUTER SPENDING ACCOUNT:

This account allows you to fund up to \$300 per month on a debit card for use on transit & parking related expenses using pre-tax payroll contributions. Funds contributed will be posted to your account debit card. Purchases must be made by the 4th of each month, for the next month.

DISABILITY PLAN

The disability plan options include Short-Term Disability (STD) benefits administered by Sedgwick and Long-Term Disability (LTD) administered by Prudential. Eligible full-time team members will be automatically enrolled in a 60% STD benefit at no cost to you. You can elect a 70% STD Buy-Up Plan.

Two LTD plans will be available and you can enroll in a 50% or 66⅔% benefit with premium sharing between you and Schwan's. A covered disability may include non-work related illnesses, injuries, and **childbirth**. For birthing mothers enrolled in the disability plan, you will receive 100% of your covered pay for 8-weeks following the birth of the child. You can use vacation or flexible time off to extend your paid time off up to 11 weeks total.

	STD PLAN	STD BUY-UP PLAN
Eligibility waiting period	90 days	90 days
Maximum covered pay	\$65,000	\$148,571
STD benefit waiting period	7 calendar days	7 calendar days
Benefit	60% of your eligible pay up to \$750 (weekly)	70% of your eligible pay up to \$2,000 (weekly)
Maximum duration of benefits	26 weeks	26 weeks
Rate	No cost to employee	\$.27 per \$100 of eligible pay up to a maximum of \$401.14 per year
Vacation	Vacation may be used during the STD benefit waiting period upon request.	Vacation may be used during the STD benefit waiting period upon request.

	LTD PLAN**	LTD BUY-UP PLAN***
Eligibility waiting period	90 days	90 days
Maximum covered pay	\$120,000	\$180,000
LTD benefit waiting period	The later of 180 days or the exhaustion of STD	The later of 180 days or the exhaustion of STD
Benefit	50% of your eligible pay up to \$5,000 (monthly)	66⅔% of your eligible pay up to \$10,000 (monthly)
Maximum duration of benefits	Up to age 61 – up to 60 months of benefits; Age 61–69 refer to plan document for specific months of coverage.	
Rate	\$.170 per \$100 of eligible pay up to a maximum of \$204.00 per year	\$.366 per \$100 of eligible pay up to a maximum of \$658.80 per year

For both the STD and LTD plans, the employee will be taxed on the employer contribution portion of the benefit when received. Additional details are available on the benefits website: <https://benefits.schwanscompany.com>

WELLBEING SUPPORT

SCHWAN'S COMPANY IS INVESTED IN THE WELLBEING OF YOU AND YOUR FAMILY.

Provided for all Schwan's team members and their families:



cariloop

Caregiver support benefit to help you navigate healthcare systems, clarify insurance benefits and find resources and solutions that meet the unique caregiving needs of any age.



LifeMatters®

A free and confidential team member and family assistance program. Support for stress, anxiety, depression, mental health conditions, legal issues, finances & more. Caring qualified professionals are available 24/7.



Fidelity

The Schwan's Company Retirement Savings Plan allows the company to help subsidiary team members save for retirement. The 401(k) program encourages employees to lead the way in their retirement planning & provides a company match with employee deferrals.



Provided for all team members. Also available for spouses and dependents enrolled in the health plan.



sword
thrive

Virtual physical therapy program to help you overcome your back, joint and muscle pain at home.



sword
bloom

A digital pelvic therapy solution for women in all stages of life including pregnancy, postpartum, and menopause.



Provided for team members and dependents enrolled in the health plan:



Teladoc
HEALTH

A personalized program to help you manage diabetes, heart disease, and weight loss, along with supporting diabetes prevention. It includes supplies such as a connected scale, glucose meter & test strips, with one-on-one coaching.



Included
HEALTH

Your personal health assistant, for support of treatment options, navigation for complex or chronic conditions, and assistance in finding a primary care physician.



VOLUNTARY BENEFIT PLANS

The voluntary benefit plans include critical illness, hospital indemnity and accident insurance and are offered through Securian. Visit Securian's educational website for more information about your coverage options and costs, and to determine the coverage that's right for you at securian.com/schwans-insurance.

OTHER HEALTH PLAN RESOURCES

- **FLU SHOTS**
- **MATERNITY MANAGEMENT**
- **TOBACCO CESSATION**
- **VIRTUAL CARE THROUGH DOCTOR ON DEMAND**

OTHER AVAILABLE BENEFITS

- **ADOPTION ASSISTANCE**
- **BEREAVEMENT LEAVE**
- **EMERGENCY TRAVEL ASSISTANCE**
- **SCHWAN'S PERKS PRODUCT DISCOUNTS**
- **HOLIDAYS**
- **SERVICE AWARD PROGRAM**
- **VACATION**
- **HELPING HANDS FUND**

ADDITIONAL INFORMATION

This pamphlet is a brief overview of the programs offered to employees of Schwan's Company subsidiaries (collectively "Company"). If there are any differences between this pamphlet and actual plan documents or company policies, the plan documents or company policy will govern. The Company has the exclusive right to interpret provisions of its documents and policies as they apply to the benefit program(s) which it administers. The Company reserves the right to amend, modify, or terminate the programs. No provision in this pamphlet or the programs described herein shall be construed as a promise of continued employment with the Company.

The Company does not administer or regulate the operation of the Life Insurance, Long-Term Disability Insurance, Vision Plan, or the other voluntary benefit plans or programs. These programs are offered by, and administered through, the respective insurance companies and businesses. The Company does not assume any responsibility for, or any liability related to, these optional benefits. The Company only communicates enrollment information and, when appropriate, forwards the premium payments that you authorize on a pass through basis to the respective insurance companies. Claims for benefits and any issues regarding the administration of those optional benefits are the exclusive responsibility of those companies.

The Plan offerings as described in these materials are intended for all full-time benefits eligible, non-union employees of the subsidiaries of Schwan's Company. U.S. Assignment employees may be excluded. This is only a summary. The Master Contract will be used for all claim processing.

EMPLOYEE WEEKLY CONTRIBUTIONS

JANUARY 1, 2025

To determine the bi-weekly employee premium, multiply the weekly rate by two.

BENEFIT	EMPLOYEE ONLY	EMPLOYEE + CHILD/CHILDREN	EMPLOYEE + SPOUSE	EMPLOYEE + SPOUSE + CHILD/CHILDREN
SUREST VALUE	\$13.85	\$25.62	\$34.62	\$46.15
SUREST ENHANCED	\$53.08	\$101.77	\$127.15	\$175.85
HSA	\$15.46	\$30.00	\$39.23	\$53.08
DENTAL BASE PLAN	\$1.15	\$3.00	\$2.54	\$3.92
DENTAL BUY-UP PLAN	\$3.97	\$9.36	\$8.10	\$13.41
VISION PLAN	\$1.53	\$3.22	\$2.76	\$3.99
OPTIONAL LIFE INSURANCE	Based on age and amount of coverage you elect			
DISABILITY STD PLAN	No cost to employee			
DISABILITY STD BUY-UP PLAN	\$.27 per \$100 of eligible pay up to a maximum of \$401.14 per year			
DISABILITY LTD PLAN	\$.170 per \$100 of eligible pay up to a maximum of \$204.00 per year			
DISABILITY LTD BUY-UP PLAN	\$.366 per \$100 of eligible pay up to a maximum of \$658.80 per year			

This information is provided for your review as part of your consideration of acceptance of employment. By receiving it you agree to treat it as Schwan's confidential and proprietary information and will not use or disclose it to anyone.

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The most recent plan information and any corporate policies override the information found in this brochure.