



Employee Benefits Summary - 2026

(Also at elliottfoam.com/resources)

Insurance

Medical

See Anthem Summary of Benefits and Coverage handout for complete plan details.

See HSA Bank/TD Ameritrade Health Savings Account (HSA) handouts for complete savings/investment details.

- Elliott Company pays 100% of employee premiums less a \$33/wk employee contribution. Credits: Up to \$20/wk for no Tobacco/Vape use, \$8/wk for Healthy Weight achievement and \$5/wk for Wellness Evaluation.
- Elliott Company contributes up to \$2,000 in non-matching and matching (\$1.00/\$1.00) funds.
- HSA funds are not use-or-lose and may be invested for long-term, triple tax advantaged growth.
- *Anthem Blue Cross/Shield Customer Service: 855-330-1094 anthem.com*
- *HSA Bank Customer Service: 800-357-6246 hsabank.com*

Dental

See Delta Dental handout for complete coverage details.

- Elliott Company pays 100% of employee premiums.
- Eligible out-of-pocket expenses may be paid with Health Savings Account funds.
- *Delta Dental Customer Service: 800-524-0149 deltadentalIN.com*

Vision

See DeltaVision administered by Vision Service Plan (VSP) handout for complete coverage details.

- Elliott Company pays 100% of employee premiums.
- Eligible out-of-pocket expenses may be paid with Health Savings Account funds.
- *VSP Customer Service: 800-877-7195 vsp.com*

Disability

See Lincoln handout for complete Short and Long Term coverage details.

- Elliott Company pays 100% of employee premiums.
- *Lincoln Financial Group Customer Service: 800-234-3500 lfg.com*

Group Life & See Lincoln handout for complete coverage details.

- Accidental Death/** • Elliott Company pays 100% of employee premiums for base level of coverage. Higher benefits available.
- Dismemberment** • *Lincoln Financial Group Customer Service: 800-234-3500 lfg.com*

Retirement

401(k) Plan

See Elliott Company Retirement Savings Plan Summary Plan Description for complete plan details.

- Elliott Company contributes up to 6% of compensation in matching (\$0.50/\$1.00) and non-matching funds.
- Elliott Company may make additional profit sharing bonus contributions.
- *OneAmerica Customer Service: 800-249-6269 oneamerica.com. Transitioning to Voya April 2026 voya.com.*

Other Benefits

Referrals

See Guidance Resources handouts for complete Employee Assistance Program details.

& Counselling

- Elliott Company pays 100% of basic program fees. Additional discounted services available.
- Unlimited phone and web access; some free personal/family support, financial and legal services.
- Available to both the employee and their family.
- *Guidance Resources Customer Support Line: 877-616-0508 guidanceresources.com*

Wellness

See Community Health Network Health Solutions handout for complete details.

- Elliott Company pays up to 100% of program fees.
- Includes Health Risk Assessment, Biometric Analysis and a Healthy Weight Program.
- *Community Health Network Customer Service: 866-981-9355 ecomunity.com*

Travel

Emergency Assistance/Transport Support. See Lincoln Financial Group's *TravelConnect* handout for complete details.

- *On Call International 866-525-1955 or collect 603-328-1955 MyOnCallPortal.com ID: LFGTravel123.*

o Insurance coverage is for full-time (30 or more hours/week, 50 weeks/calendar year) employees.
o Employees become eligible for insurance coverage on first day of month following 30 days of employment subject to applicable underwriting.
o All insurance coverages terminate at retirement, employment termination, termination of employer's plan or as otherwise stated in each contract.
o Medical, Dental, Vision & Life Insurance coverage for spouse/children may be available for an additional, employee-paid charge.
o Full-time employees become eligible for the Retirement Plan on the first day of the month following six months of employment.
o Contributions/Credits/Premiums/Fees/Providers/Contact Information can change at any time. Questions? Ask the Elliott Company HR department.