



# Part-time benefits at a glance

Plan year March 2025 – March 2026

**As a new part-time associate, you have access to a variety of benefits and resources to support your physical, mental, and financial wellbeing.**

## Eligibility

All part-time associates (excluding temps) are eligible for benefits. Once elected, coverage begins on the first of the month following 30 days from your date of hire.

Benefits coverage is effective Friday – Thursday following your contribution taken on a weekly basis.

## Medical coverage

Weis offers the Minimum Essential Coverage (MEC) Plan, provided by The American Worker. You also have two supplemental medical plan options—the Advantage and Elite plans—underwritten by Nationwide Life Insurance Company.

You may elect the MEC Plan only, a supplemental medical plan only, or both. Note that supplemental medical plans are not meant to be a substitute for comprehensive medical insurance.

- **The Minimum Essential Coverage (MEC) Plan:** This plan provides 100% in-network coverage for preventive care services, including annual physicals and most immunizations. It does not cover illnesses or accidents.
- **Supplemental medical plans:** The Advantage and Elite plans offer an extra layer of financial protection against high out-of-pocket medical expenses. These plans pay a fixed

dollar amount for certain covered services, like doctor’s office visits, surgery, and hospital stays. They also cover prescription drugs—the Advantage Plan offers a discount card while the Elite Plan covers drugs on their Preferred Drug List.

## Dental and vision coverage

Weis offers dental and vision plan options underwritten by Ameritas. You may use any dental provider you wish, but you will save money if you visit a network provider. Our vision coverage includes an annual exam, glasses or contact lenses, and discounts on laser surgery.

### AUTO-ENROLLMENT IN THE 401(K) PLAN TO SAVE FOR YOUR FUTURE.

Save for retirement with easy-to-understand investment options like Target Date Funds and a mobile app to manage your savings. Plus, starting in year two, Weis matches your savings. See the next page for



Weekly premium contributions	Medical			Dental	Vision
	MEC Plan	Advantage Plan (supplemental plan)	Elite Plan (supplemental plan)		
Associate Only	\$8.05	\$11.55	\$26.00	\$5.11	\$1.54
Associate +1	\$13.21	\$26.85	\$54.71	\$11.23	\$2.93
Family	\$16.36	\$29.84	\$63.06	\$13.79	\$4.31

## Your benefits at a glance

 <p><b>HEALTH BENEFITS</b></p> <ul style="list-style-type: none"> <li>• Medical</li> <li>• Dental</li> <li>• Vision</li> </ul>	 <p><b>PROTECTION BENEFITS</b></p> <ul style="list-style-type: none"> <li>• Short-term disability</li> <li>• Term life and accidental death and dismemberment insurance (AD&amp;D)</li> <li>• Hospital indemnity, critical illness, and accident insurance</li> </ul>	 <p><b>FINANCIAL BENEFITS</b></p> <ul style="list-style-type: none"> <li>• 401(k) retirement savings plan</li> <li>• Weis Markets Scholarship Program</li> </ul>	 <p><b>ADDITIONAL BENEFITS</b></p> <ul style="list-style-type: none"> <li>• Associate discount programs</li> <li>• Auto and home insurance</li> <li>• Employee Assistance Program (EAP)</li> <li>• Pet insurance</li> <li>• Purchasing Power</li> </ul>
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## HEALTH BENEFITS (Offered through The American Worker)

Medical: Minimum Essential Coverage (MEC) Plan and Supplemental medical plans (Advantage or Elite)  
*The American Worker*

The MEC Plan includes 100% in-network coverage for all preventive care services required by the Affordable Care Act (ACA). It doesn't provide coverage for illnesses or injuries caused by accidents. For extra coverage, Weis Markets offers two supplemental medical plans provided by Nationwide.

Dental  
*Ameritas*

Choose any dentist you wish, but you'll pay less if you use network providers.

Vision  
*Ameritas*

See any provider, but you save money when you visit EyeMed network providers.



## PROTECTION BENEFITS

Short-term disability insurance  
*Nationwide*

Short term disability benefits provide continuing income if you cannot work because of an injury, sickness, or pregnancy.

Term life and AD&D insurance  
*Nationwide*

Purchase life insurance for you and your family and/or accidental death and dismemberment (AD&D) insurance for yourself.

Hospital indemnity  
*Nationwide*

You can choose from three voluntary benefits that pay cash to you in the event of a covered illness or injury—hospital indemnity, critical illness, and accident insurance.

Critical illness and accident insurance  
*MetLife*



## FINANCIAL BENEFITS

401(k) retirement savings plan  
*Voya Financial*®

If age 21 or older, after a year of service in which you complete 1,000 hours, Weis matches \$0.50 for every dollar you save, up to 6% of eligible pay. You may contribute a fraction of a percent, up to 50% of your eligible regular pay on a before-tax basis, a Roth after-tax basis, or a combination of both (up to IRS limits).

Weis Markets Scholarship Program

Weis Markets offers scholarships to associates and their eligible children who have at least one year of service by March 1. This companywide program awards 40 scholarships annually of up to \$10,000 (\$2,500 per year).



## ADDITIONAL BENEFITS

Associate discount programs

Take advantage of special pricing on Apple products entertainment, tickets, and Verizon or T-Mobile services.

Auto and home insurance  
*Travelers*

Save on auto and home insurance with no down payments or monthly service fees. Pay via convenient payroll deduction.

Employee Assistance Program (EAP)  
*GuidanceResources*

Weis Markets provides the EAP at no cost to you. Get free and confidential services, including face-to-face counseling, legal services, financial counseling, child/elder care referrals, and more.

Pet insurance  
*Nationwide*

Buy insurance for your dog, cat, bird, rabbit, or exotic pet, and use any vet.

Purchasing Power

Buy a variety of brand-name products and services. Pay via payroll deduction.

For more information and to find important documents and forms, visit the Resource Library on [MyWeisBenefits.com](https://www.myweisbenefits.com).

This information is not a promise or guarantee of employment or benefit coverage. If there is a conflict between the information here and the actual plan document or policies, the documents or policies govern. See complete details in plan documentation available from the Benefits Department.

You also may call The American Worker at 1-855-495-1190  for more information.