

# CARE *for* YOU

YOUR PERFECT BLEND OF BENEFITS

2026



## Mix, match and enjoy!

Our **total rewards package** is crafted with care. Explore our wide range of programs, tools and resources—organized in a brand-new way.

[SchreiberTotalRewards.com](https://SchreiberTotalRewards.com)

# Great People, Great Rewards, Great Possibilities



At Schreiber Foods, we are a community of great people who contribute to a culture of caring, partnership and customer commitment—and we know that doing right by our partners empowers all of us to keep doing good through food.

You are the essential ingredient that moves our company forward, and we believe in providing essential rewards that help you and your family live a balanced, fulfilling life. We **Care for You.**

Look inside to see how you and your family can dig into our benefits!

## 2026 Medical Premiums

Bi-Weekly Premium	Surest	UMR HDHP1	UMR HDHP2
Partner Only	\$71.86	\$72.55	\$48.38
Partner + Spouse	\$182.77	\$184.19	\$125.68
Partner + Child(ren)	\$126.24	\$127.31	\$86.38
Partner + Family	\$253.90	\$256.11	\$174.76

## 2026 Vision Premiums

Vision Coverage Tier	Basic Vision bi-Weekly Contribution	Vision Plus Bi-Weekly Contribution
Partner Only	\$0	\$4.22
Partner + Spouse	\$0	\$6.88
Partner + Child(ren)	\$0	\$7.03
Partner + Family	\$0	\$11.34

## 2026 Dental Premiums

Dental Coverage Tier	Bi-weekly Contribution
Partner Only	\$2.38
Partner + Spouse	\$4.82
Partner + Child(ren)	\$5.11
Partner + Family	\$9.15



## HEALTH & WELLNESS

**Medical insurance:** You can choose between two High Deductible Health Plan (HDHP) options or a Copay Plan. UMR administers the HDHPs; Surest administers the Copay Plan. Both plans use the Choice Plus network.

**Plan decision support:** Budgie provides real-time access to your healthcare spending data, helping you make informed decisions year-round. Easily compare benefit plans with clear details on bi-weekly contributions, deductibles, copays and out-of-pocket costs. Plus, get personalized recommendations based on your health, dependents, salary and more.

**Prescription drug coverage:** Available to you and your legal dependents when you enroll in a Schreiber Foods medical plan. Coverage is administered by SmithRX.

**Dental insurance:** Coverage is provided by Delta Dental, covering up to \$1,500 annually for procedures like fillings, crowns and extractions (preventative exams and cleanings are covered through the Check-Up Plus program and don't count toward the \$1,500 limit). The plan also offers a \$1,500 lifetime benefit for orthodontics.

**Vision insurance:** Coverage is provided through VSP with two plan options: Basic and Vision Plus. Basic Vision is company-paid at all tiers, covering eye exams and glasses/contacts every other year. Vision Plus has a bi-weekly contribution and offers annual benefits. Both plans require a \$20 copay per visit.

**Virtual healthcare:** If you're enrolled in a Schreiber Foods HDHP, you get free wellness visits through Doctor on Demand. Urgent care and behavioral health services are also available for a fee. If enrolled in the Surest plan, Doctor on Demand is accessible 24/7, offering care anytime, anywhere, with \$0 copays for wellness, acute care and primary care visits.

**Diabetes, weight management and gut health:** If you're enrolled in a Schreiber Foods medical plan (and meet age and eligibility requirements), Digbi Health uses precision care to address Type 2 diabetes, prediabetes, obesity and digestive health by analyzing your gut microbiome and genetics. Personalized plans may include dietary changes, lifestyle coaching and continuous glucose monitoring.

**Wellness incentive:** If you're enrolled in an HDHP medical plan, your wellness dollars will go into your HSA (you must have an open HSA to qualify for wellness dollars). If you're enrolled in the Surest Copay Plan, wellness dollars are paid through payroll but are taxed. Complete your annual wellness exam and submit in Workday by November 30 to receive your incentive.

**Health Savings Account (HSA):** If you're enrolled in a Schreiber Foods HDHP, you can open an HSA with Optum Bank, featuring triple-tax benefits: pre-tax contributions, tax-free growth and tax-free withdrawals for qualified medical expenses. It's a savings tool for both current healthcare and future retirement savings. Plus, earn the wellness incentive from the company by completing your annual wellness exam by November 30.

**Critical illness insurance:** This voluntary insurance provides a cash benefit if you're diagnosed with a covered serious illness, such as cancer, heart attack or stroke. The payment goes directly to you from Unum, helping cover medical bills, lost income or other expenses. Plus, earn the Be Well Benefit by completing an approved medical exam.

**Accident insurance:** This voluntary insurance provides a cash benefit if you experience a covered injury, such as fractures, burns or concussions. The payout goes directly to you from Unum, helping cover medical costs, lost wages or other expenses. Plus, earn the Be Well Benefit by completing an approved medical exam.

**Hospital Indemnity insurance:** This voluntary insurance provides a cash benefit to help cover expenses during a hospital stay, including deductibles, copays and other out-of-pocket costs. Payments go directly to you from Unum, giving you the flexibility to use the funds as needed, whether for medical bills or everyday expenses. Plus, earn the Be Well Benefit by completing an approved medical exam.

**Menopause support:** If you're enrolled in a Schreiber Foods medical plan, Carrot offers a digital platform to connect you with specialists for personalized guidance, educational resources and mental health support anytime, anywhere.

**Second opinion medical service:** 2nd.MD connects you with top doctors for virtual second opinions, providing expert advice to you at home, without the need to travel. While these physicians don't diagnose or treat, they can help you make informed healthcare decisions with insights from leading specialists.

**Fertility:** If you are enrolled in a Schreiber medical plan you have access to fertility services and support through Carrot. Covered services may include IVF and IUI, along with expert guidance to help navigate family planning. A lifetime benefit limit applies.

**Substance abuse and addiction support:** Partners and verified family members (ages 15+) get free access to Pelago, a 24/7 digital wellness platform offering personalized plans for healthier habits, including



support for managing drinking, smoking, vaping, smokeless tobacco and opioids.

**Schreiber Care Clinics:** Our on-site healthcare clinics at various locations provide convenient access to medical care, including routine check-ups, preventive services and treatment for minor illnesses and injuries.

**Virtual physical therapy:** If you're enrolled in a Schreiber Foods medical plan, Sword Health offers Thrive, a digital physical therapy program to help with joint, back and muscle issues through expert guidance

and simple exercises, all from home. For women with pelvic health concerns, the Bloom program provides personalized support via a dedicated app and pod.

**Cancer screening and support:** Color helps you manage cancer screenings, care and support by connecting you with experts to promote early detection and improve health outcomes.



## FINANCIAL

**Financial wellness support:** Connect with financial experts, tools and resources to manage your money, reduce debt and save for the future. Get help finding government and community resources, creating loan applications and repayment plans and setting up emergency savings. Plus, Brightside supports bill negotiations and identifies obstacles to saving.

**Earned wage access:** Non-union partners can access a portion of earned wages before payday, helping you manage unexpected expenses or financial gaps. To request an advance, simply use the Branch app to view the available amount, confirm the request and receive funds instantly in the Branch Digital Wallet.

**Identity theft protection:** Coverage to protect against fraud and unauthorized use of personal information.

**Retirement:** We support the well-being of our partners throughout their careers with a strong focus on their long-term financial security. Our comprehensive retirement benefits administered by Principal are designed to help you build a bright future.

**Lifestyle Spending Account (LSA):** Our Lifestyle Spending Account (LSA) through Forma provides a reimbursement to help you cover fitness, weight management, mental health and social activities. It's a "use it or lose it" benefit, so submit eligible claims by November 30 for reimbursement.

**Life insurance:** Eligible partners receive life insurance through UNUM, with coverage equal to two times their annual salary. You can also purchase additional coverage for yourself, your spouse and/or dependent children. Be sure to review your beneficiaries annually to keep contact information up to date.

**Disability insurance:** Company-paid short-term and long-term disability based on your years of service.

**Pet insurance:** Coverage for veterinary care, accidents and illness for your pet.

**Accidental Death & Dismemberment (AD&D) insurance:** Coverage for accidental injuries, death or dismemberment.

**Long-Term Care insurance:** Coverage for extended care needs due to illness or aging.

**Childcare support and subsidy:** Non-union partners can use the Tootris carefinder tool to easily locate local childcare options. Additionally, eligible non-union partners can receive up to \$5,000 per year in childcare subsidies through Tootris. To qualify, your annual salary must be below \$100,000, or your hourly rate must be under \$48.08.

**Adoption assistance:** Eligible partners adopting children can receive financial assistance through the Adoption Assistance Plan, offering up to \$10,000 in reimbursement for qualified adoption expenses (this reimbursement is taxable under federal and state law).

**Be Well Benefit:** If you enroll in Critical Illness, Accident or Hospital Indemnity coverage, you can get reimbursed up to \$100 for each elected benefit by completing a wellness-related activity.



## WORK-LIFE HARMONY

**Employee Assistance Program (EAP):** Partners and household members can access free, confidential counseling services through SupportLinc, covering topics like anxiety, relationships, work-life balance and more. You also get free financial counseling and legal advice from local attorneys. No enrollment is needed, and you can meet with a counselor up to eight times per incident.

**Parenting and pediatrics support:** If you're enrolled in a Schreiber Foods medical plan, Carrot is a virtual lifeline for busy parents with young kids (age 1-10). Get 24/7 access to pediatricians, parenting experts and daily tips on health, discipline and well-being.

**Parental leave:** We offer 160 consecutive hours (four weeks) of paid parental leave for the birth or adoption of a child.

**Paid Family and Medical Leave (FMLA):** Eligible partners receive one week of paid leave under FMLA to care

for a qualifying family member's serious health condition.

**Paid Time Off:** We maintain a generous paid time off policy to provide paid time off for rest, personal needs and vacations.

**Holidays:** We maintain a comprehensive holiday schedule offering paid time off for major holidays.

**PTO donation program:** You can donate unused PTO days to partners in need to show just how much we care for and support one another.

**Caregiving Support:** Cariloop offers personalized caregiving support through expert coaching and digital tools. Eligible partners and dependents can access help with childcare, eldercare, mental health, education, and more. The platform provides guidance, vetted resources, and planning tools to ease caregiving responsibilities.



## CAREER

**Job opportunities:** We're committed to fostering internal growth by offering partners meaningful job opportunities, promoting from within and supporting career development at every stage.

**Recognition:** We're dedicated to recognizing and celebrating our partners' contributions, ensuring their hard work and achievements are acknowledged and valued.

**Performance reviews:** Our performance review cycles are designed to provide regular feedback, support professional growth and align individual goals with the company's success.

**Increases:** We offer wage/salary increases to retain and motivate continued growth and success within the company.

**Training and development:** Schreiber Foods aims to create exceptional partner experiences that foster a culture of ownership, inclusion, well-being, personal growth and development.

**Education assistance:** We offer education assistance to support your professional development, providing up to \$5,250 annually for undergraduate degrees and

\$10,000 annually for graduate degrees. A lifetime maximum applies.

**Business Resource Groups:** Partner-led groups that help us better support each other and broaden our awareness of other cultures, perspectives and points of view.

**Partners Helping Partners:** A key hallmark of our company is how partners support and care for one another. Through Partners Helping Partners, colleagues can raise funds for those facing tough times, with Schreiber Foods matching those contributions to amplify the impact.

**Volunteer rewards:** For every hour you volunteer, Schreiber Foods gives you \$10 in volunteer rewards — up to \$500 each year — that you can donate to the charity of your choice.

**Matching gifts:** For every dollar you donate to a qualified charity, Schreiber Foods matches it \$1 for \$1 — up to \$500 each year.

**Business Travel Accident insurance:** Provides coverage for partners while traveling on company business, offering financial protection in the event of an accident.

# Resources

Benefit	Vendor	Contact	
<b>HEALTH &amp; WELLNESS</b>			
HDHP Health Plan	UMR	<a href="http://umr.com">umr.com</a>	866-868-2703
Surest Health Plan	Surest	<a href="http://surest.com">surest.com</a>	866-683-6440
Plan decision support	Budgie	<a href="http://my.budgie-health.com">my.budgie-health.com</a>	<a href="mailto:team@budgie-health.com">team@budgie-health.com</a>
Prescription drug	SmithRx	<a href="http://smithrx.com">smithrx.com</a>	844-454-5201
Dental	Delta Dental	<a href="http://deltadentalwi.com">deltadentalwi.com</a>	800-236-3712
Vision	VSP	<a href="http://vsp.com">vsp.com</a>	800-877-7195
Virtual healthcare	Doctor on Demand	<a href="http://doctorondemand.com">doctorondemand.com</a>	800-997-6196
Diabetes, weight management and gut health	Digbi	<a href="http://digbihealth.com/sf">digbihealth.com/sf</a>	508-443-4424
Health Savings Account (HSA)	Optum Bank	<a href="http://optumbank.com">optumbank.com</a>	866-234-8913
Voluntary benefits (Critical Illness, Accident, Hospital Indemnity)	Unum	<a href="http://login.unum.com">login.unum.com</a>	800-635-5597
Menopause support	Carrot	<a href="http://get-carrot.com/signup">get-carrot.com/signup</a>	
Second opinion medical service	2nd.MD	<a href="http://2nd.MD">2nd.MD</a>	866-841-2575
Substance abuse and addiction support	Pelago	<a href="http://pelago.health/schreiberfoods">pelago.health/schreiberfoods</a>	877-349-7755
Virtual physical therapy	Sword/Bloom	<a href="http://join.swordhealth.com/Schreiber">join.swordhealth.com/Schreiber</a> <a href="http://meet.swordhealth.com/bloom/schreiber">meet.swordhealth.com/bloom/schreiber</a>	
Cancer screening and support	Color	<a href="http://color.com/schreiberfoods">color.com/schreiberfoods</a>	844-352-6567
<b>FINANCIAL</b>			
Financial wellness support	Brightside	<a href="http://app.gobrightside.com">app.gobrightside.com</a>	855-940-1507
Earned wage access (available to non-union partners)	Branch	<a href="http://my.branchapp.com/schreiberfoods">my.branchapp.com/schreiberfoods</a>	866-547-2413
Identity theft protection	ID Watchdog	<a href="http://idwatchdog.com/myplan/SchreiberFoods">idwatchdog.com/myplan/SchreiberFoods</a>	866-513-1518
Retirement	Principal	<a href="http://principal.com">principal.com</a>	800-547-7754
Lifestyle Spending Account (LSA)	Forma	<a href="http://client.joinforma.com/schreiber_foods/activate">client.joinforma.com/schreiber_foods/activate</a>	<a href="mailto:support@joinforma.com">support@joinforma.com</a>
Life	UNUM	<a href="http://login.umun.com">login.umun.com</a>	877-275-5462
Disability	UNUM	<a href="http://login.umun.com">login.umun.com</a>	877-275-5462
Pet	MetLife	<a href="http://metlife.com/getpetquote">metlife.com/getpetquote</a>	800-438-6388
Childcare support and subsidy (available to non-union partners with annual base salary below \$100,000 or hourly wage under \$48.08)	Tootris	<a href="http://tootris.com/schreiber-foods">tootris.com/schreiber-foods</a>	866-341-6363
<b>WORK-LIFE BALANCE</b>			
Free confidential counseling (EAP)	SupportLinc	<a href="http://supportlinc.com">supportlinc.com</a>	888-881-5462
Parenting and pediatrics support	Carrot	<a href="http://get-carrot.com/signup">get-carrot.com/signup</a>	