



MASONITE.



## 2023 EMPLOYEE Benefits



### MEDICAL INSURANCE

Masonite offers you and your family a choice between a PPO Plan and two Consumer Driven Health Plans (CDHP). The CDHP includes a Health Savings Account (HSA), with an employer contribution. You share the cost of the plan, but your contributions are made on a pre-tax basis. You may also cover your domestic partner on a post-tax basis. Masonite believes employee wellness is important and offers a Wellness credit for certifying you have completed an annual physical.



### PRESCRIPTION DRUG

Prescription coverage is provided as part of your medical plan. The PPO plan retail co-pays range from \$15 - \$55 for a 30-day supply and Mail Order co-pays between \$37.50 - \$137.50 for a 90-day supply. The CDHP co-insurance is 20% (after deductible) for retail or Mail Order. Maintenance medications are covered under each plan through the Mail Order pharmacy.



### DENTAL INSURANCE

Masonite offers a Dental PPO plan which allows you to visit any dentist you choose. The plan has a \$50 annual deductible and a calendar year maximum benefit of \$2,000. Orthodontia coverage is available for children and adults and has a lifetime maximum benefit of \$2,000. You share the cost of the plan on a pre-tax basis.



### VISION INSURANCE

Eye care is a vital component of your overall health. Masonite's vision plan offers periodic eye exams, coverage for glasses (frames and lenses) or contact lenses. Lasik and PRK correction procedures is also available under the plan at a discounted rate. You pay the full cost of the plan on a pre-tax basis.



### LIFE INSURANCE and AD&D

#### Basic Life Insurance

Term coverage is provided to you at 1.5 times your annual base salary up to \$750,000 at no cost to you. For added protection, you may purchase additional coverage for yourself and your dependents, through the Voluntary Life insurance plans.

#### Voluntary Life Insurance

Voluntary Life and AD&D insurance is available for you, your spouse and your children. Employees may elect any amount up to \$500k (\$600k for AD&D). Evidence of Insurability (EOI) is required for any amount requested over \$300k. The maximum amount of Spouse life coverage available is 100% of the employee's voluntary life coverage to a maximum of \$250k. EOI is required for Spouse life for any amount over \$50,000. You can elect up to \$10k for Child Life coverage. You pay the full cost of any Voluntary Life Insurance elected.



## LONG-TERM DISABILITY

60% of pre-disability earnings reduced by other income benefits. Maximum monthly benefit is \$20,000. Company paid



## SHORT-TERM DISABILITY

Up to 26 weeks with tiered payment based on length of approved disability. Company paid

<u>Benefit %</u>	<u># of Weeks</u>
80%	1 and 2 weeks
70%	3 through 8 weeks
60%	9 through 26 weeks



## 401(k) SAVINGS PLAN

Company matches employee's first 5% contribution on dollar for dollar basis after 90 days of service. You can contribute up to 75% of earnings on a pre-tax and/or Roth post-tax basis. Company match is 100% and vested immediately. Employees are automatically enrolled with a 3% contribution after 1 year of service and auto-increase by 1% on employee's employment anniversary date.



## TUITION ASSISTANCE

Full-time employees with one year of service are eligible. Up to \$5,250 per calendar year towards the cost of tuition and fees.



## EMPLOYEE ASSISTANCE PLAN (EAP)

Up to five visits per household member, per incident. Eligible on the first of the month following or coincident with the date of hire.

## ADOPTION ASSISTANCE

Reimbursement of up to \$7,500 for adoption fees.

## FLEXIBLE SPENDING ACCOUNTS (FSA)



**Health care flexible spending account**  
Annual pre-tax contribution capped at \$3,050.

**Dependent care flexible spending account**  
Annual pre-tax contribution capped at \$5,000.

**Limited purpose health care spending account**  
Annual pre-tax contribution capped at \$3,050. Available to those enrolled in the CDHP medical plan option. For dental and vision expenses only.

## Other Benefits

**Employee paid:**  
**Accident**

**Indemnity Medical**

**Critical Illness**

**Home & Auto Insurance**

**Company Paid for employees:**

**ID Theft – buy up available**



## EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Ability to purchase Masonite stock (NYSE: DOOR) at 6-month intervals through post-tax payroll deduction. Receive a 15% discount off the fair market value of the stock. Must be employed 30 days prior to offering date to participate.

## PAID HOLIDAYS & VACATION

Masonite offers paid time off for 9 holidays and 2 floating holidays. Vacation accruals increase with service.



## PAID PARENTAL LEAVE

New parents receive two weeks of paid leave. Leave must be taken in one week increments and within 6 months of birth, adoption, or foster care placement.

