

## 2025 BENEFITS AT A GLANCE

### Part-Time Employees



NOW employees make significant contributions to improve the quality of daily life for our customers. In return, NOW is committed to offering a competitive benefit program designed to meet the individual needs of its employees. From retirement savings plans to virtual doctor consultations, our employees have the flexibility to choose the benefits that best fit their lifestyle.

Benefit	Automatic Enrollment	Entire Cost Paid by NOW	More To Know
<b>401(k) Retirement Plan</b>	✓		NOW will match 100% of the first \$1,000 of eligible employee contributions, and 50% of employee contributions between \$1,000 and \$11,000. After tax Roth IRA options available.
<b>Profit Sharing</b>	✓	✓	Contributions are made at the discretion of the Company. Employees must be 19 years of age or older, complete 1 (one) year of service, work a minimum of 1,000 hours in the plan year, and be employed on the last day of the plan year (December 31). Average payout per employee is \$4,800 per year!
<b>Employee Assistance Program (EAP)</b>	✓	✓	Confidential counseling for personal and work-life issues 24/7. It includes up to four (4) free phone and/or face-to-face consultations per family member, per issue, per year and unlimited telephonic visits.
<b>Lifestyle Reimbursement Account (LRA)</b>	✓	✓	NOW offers programs and resources to help you live a healthier life. By participating in the company-paid biometric wellness test annually, NOW will apply \$150/year in a lifestyle account to help pay for personal and wellness expenses.
<b>SoFi Financial Services</b>	✓		So-Fi® provides affordable options if you want to refinance student loans. They also offer mortgages, personal loans, investing, and online banking.
<b>Teladoc/Teladoc Behavioral Health</b>	✓	✓	Eligible employees and dependents can speak to a doctor 24/7 via phone or video consultation for the treatment of minor ailments and symptoms. Teladoc doctors are board certified and can diagnose, treat, and prescribe medication. You also have the ability to receive confidential phone or video consults with a psychiatrist, psychologist, social worker, or therapist.
<b>Transitions (Retirement Benefit)</b>	✓	✓	Assistance is available for employees transitioning to Medicare and/or Social Security. Get help with a variety of options to support your individual and family needs.

*This summary highlights the benefit plans available to employees of NOW Health Group, Inc. More detailed information and benefit details are contained in the formal language of the official plan and policy documents, including "Summary Plan Description," which will govern your plan at all times. Receipt of this guide does not constitute an employment offer or guarantee of continued employment. NOW Health Group, Inc., may change the benefits here at any time without notice.*

## Additional Benefits

- ❖ **Quarterly Bonuses:** Based on Company performance, NOW pays quarterly bonuses. Employees are eligible as of the first day of employment.
- ❖ **Employee Discount Program:** Employees receive up to 10% off retail products and up to 30% discount on NOW supplements at all Fruitful Yield stores. \$25 is uploaded into each employee’s rewards account every quarter that can be spent at all Fruitful Yield stores.
- ❖ **Service Awards:** NOW honors employees for his/her years of service at every 5 year milestone. We also recognize employees through various Employee Appreciation activities throughout the year.
- ❖ In addition, NOW also offers PTO (Paid Time Off) and paid holidays.

## VOLUNTARY BENEFITS

### Educational Assistance



Employees who have completed one (1) year of continuous service and work an average of 20 hours per week are eligible for reimbursement of pre-approved educational expenses. You may be eligible to receive up to \$10,250 per calendar year.

### Benefit Hub



BenefitHub is a one-stop shop offering a wide variety of discounted leisure, health and financial benefits such as hotels, movie tickets, apparel, gym memberships, etc. There is no cost to enroll in the program.

### Identity Theft Program



Protect your identity, personal information and connected devices from cybercrime with an affordable plan from NortonLifeLock. Individual and family coverage is available.

### Legal Services



Group legal services plan from MetLife gives you access to a network of experienced attorneys to help you with common legal issues. No deductibles, copays, or claim forms when you use a network attorney.

### Pet Insurance



Voluntary pet insurance through Nationwide or Spot covers cats, dogs, birds, and exotic animals with reimbursements for accidents, illnesses and diseases, including cancer. Premiums vary based on plan type, your type of pet and your state of residence.

### Tobacco Cessation Program



NOW offers a smoking cessation program called breatheBetter™ to help employees successfully quit tobacco. The program is a unique combination of telephonic coaching, nicotine replacement therapy and a self-paced online support program. Enrollees get coaching calls with a certified treatment specialist, plus a supply of the patch, gum or lozenges. 100% paid for by NOW.

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