



WHO WE ARE

OUR STORY

Charter Manufacturing is a family-owned group of diversified metals manufacturing businesses founded in 1963 and headquartered in Mequon, Wis.

Our will to grow drives our success. It is fueled by a team of respected and dedicated employees committed to continuous improvement and an entrepreneurial spirit that thrives within the Charter family.

OUR VALUES

The foundation of the Charter family is a basic set of core values. These values have shaped the company for four generations and are fundamental to who we are as a company and as individuals.

Trust

We earn trust by having integrity, being accountable, communicating openly and developing our relationships and capabilities.

Teamwork

We work best when we collaborate with each other.

Safety

We want everyone to finish their work in the same condition they started.

Continuous Improvement

We strive to get better every day.

OUR VISION

- We are a family-owned group of differentiated metals manufacturing businesses.
- We are committed to strong customer partnerships, sustainability and long-term growth.
- The Charter Success Formula drives our competitive advantage.
- We are One Family. One Team.

OUR MISSION

Our **Will to Grow** drives us to do it better.

CULTURE

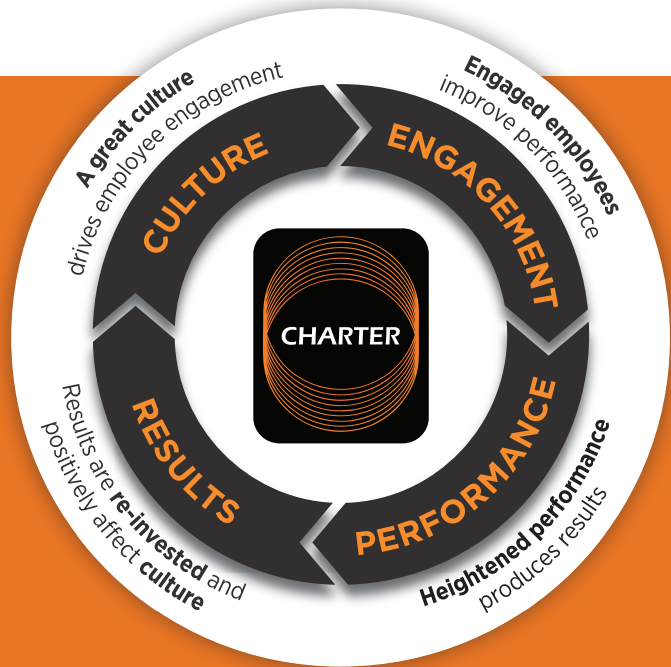
We are one family and we succeed together. We are empowered, engaged and care deeply about doing what is best for our customers and for each other.

Our decisions are guided by our values: trust, teamwork, safety and continuous improvement.

Ultimately, our culture drives sustained profitable growth in a safe and ethical work environment. Cultivating this culture enables us to reinvest in our people and the organization.

Success Formula

- **A great culture** drives employee engagement
- **Engaged employees** improve performance
- **Heightened performance** produces results
- Results are **reinvested** and positively affect culture



One Family. One Team.

CHARTER STEEL | CHARTER CASTING | CHARTER WIRE | NILES

CHARTERMFG.COM

Charter Manufacturing Company, Inc.

2025 BENEFIT SUMMARY

Charter Manufacturing Company, Inc. is proud to offer a comprehensive selection of benefits to help protect our employees and their families. As part of our One Family. One Team. philosophy, Charter shares in healthcare costs with employees, ensuring our benefits remain market competitive. At Charter, nothing is more important than the health and wellbeing of our employees. Unless otherwise noted, full-time employees regularly scheduled to work 30 or more hours per week are eligible for benefits on the first day of the month following date of hire.



MEDICAL PLANS: You have a choice of two medical plan options administered by UMR that use the Choice Plus provider network. Charter offers an HSA plan and an HRA Plan. For existing employees, the 2025 premiums may be reduced through participation in the 2024 Live Well Rewards program. The monthly tobacco user rate is \$75 for one tobacco user and \$125 for two tobacco users. Free tobacco cessation coaching is available.

MEDICAL/Rx RATES - TOBACCO FREE

PLAN	WEEKLY				SEMI-MONTHLY			
	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE+ CHILD(REN)	EMPLOYEE + FAMILY
HSA	\$24.58	\$69.28	\$58.93	\$82.49	\$53.26	\$150.12	\$127.69	\$178.72
HRA	\$40.87	\$108.74	\$77.74	\$140.52	\$88.55	\$235.61	\$168.45	\$304.47

MEDICAL PLAN DESIGNS

	HSA Plan		HRA Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Charter Mfg. Contribution - The amount Charter Mfg. will deposit in your account for 2025				
Employee Only	\$500		\$500	
Employee + Spouse	\$1000		\$750	
Employee + Child(ren)	\$1,000		\$750	
Employee + Family	\$1,000		\$1,000	
Deductible - The amount you pay before the plan will pay benefits for services				
Employee Only	\$2,000	\$4,000	\$1,500	\$3,300
Employee + Spouse	\$4,000	\$8,000	\$2,250	\$4,500
Employee + Child(ren)	\$4,000	\$8,000	\$2,250	\$4,500
Employee + Family	\$4,000	\$8,000	\$3,000	\$6,000
Out-of-Pocket Maximum - If you reach the limit, the plan pays 100% of eligible medical expenses for the rest of the year				
Employee Only	\$4,000	\$8,000	\$3,300	\$6,600
Employee + Spouse	\$8,000	\$16,000	\$4,950	\$9,900
Employee + Child(ren)	\$8,000	\$16,000	\$4,950	\$9,900
Employee + Family	\$8,000	\$16,000	\$6,600	\$13,200
Deductible/Out-of-Pocket Maximum Type	Non-embedded	Non-embedded	Embedded	Embedded
You Pay - The cost to you when you need care				
Preventive Care	\$0	60% after deductible	\$0	60% after deductible
Primary Care Physician & and Specialist Office Visit	20% after deductible	60% after deductible	20% after deductible	60% after deductible

COVERING YOUR SPOUSE FOR MEDICAL/RX COVERAGE

If an employee covers a spouse under the Charter Manufacturing medical plan and the spouse has medical coverage available through his/her employer at full-time employee rates, Charter Manufacturing requires that the working spouse also be covered under his/her own employer's medical plan. The spouse's employer plan pays as "primary" and the Charter Mfg. Medical/Rx plan pays as "secondary."

HEALTH SAVINGS ACCOUNT (HSA)

HSA plan enrollees receive an annual Charter contribution to an Optum Bank Health Savings Account that they may save or use toward deductibles, co-pays or co-insurance amounts. New hires are eligible for a pro-rated contribution. Once deposited, HSA contributions remain with the account holder (employee).

Optum Bank Health Savings Account	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY
2025 Charter Contribution (prorated)	\$500	\$1,000	\$1,000	\$1,000

HEALTH REIMBURSEMENT ACCOUNT (HRA)

HRA plan enrollees receive an annual Charter contribution to a Health Reimbursement Account that they may use toward deductibles, co-pays or co-insurance amounts. New hires are eligible for a pro-rated contribution. Any remaining year end HRA balance is not carried over.

HRA Account	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY
2025 Charter Contribution (prorated)	\$500	\$750	\$750	\$1,000

Rx DRUG PLAN	HSA Plan ¹			HRA Plan				
	Retail (up to 30-day supply)		Mail Order Serve You DirectRx (90-day supply)	Specialty Lumicera ²	Retail (up to 30-day supply)		Mail Order Serve You DirectRx (90-day supply)	Specialty Lumicera ²
	In-Network	Out-of-Network			In-Network	Out-of-Network		
Tier 1	20% after deductible ₁	20% after deductible ₁	20% after deductible ₁	50% after deductible ₁	\$10 copay	\$10 copay	\$25 copay	40%; \$60 min \$120 max per 30-day supply
Tier 2	30% after deductible ₁	30% after deductible ₁	30% after deductible ₁		30%; \$40 min \$100 max	30%; \$40 min \$100 max	25%; \$100 min \$250 max	
Tier 3	50% after deductible ₁	50% after deductible ₁	50% after deductible ₁		40%; \$60 min \$120 max	40%; \$60 min \$120 max	35%; \$150 min \$300 max	

¹ HSA Plan deductible does not apply to allowed preventive medications.

² Some specialty generics will be covered at Tier 1



FLEXIBLE SPENDING ACCOUNTS

Health Care Flexible Spending Accounts (HCFSAs) and Dependent Care Flexible Spending Accounts (DCFSAs) allow employees to pay for health and dependent care expenses on a pre-tax basis. The 2025 contribution limits are \$3,200 for HCFSAs and \$5,000 for the DCFSAs. DCFSAs receive a match on the first \$500 contributed.

The DCFSAs limit for highly compensated employees (per IRS) may be subject to a reduced annual limit as required to meet plan testing compliance.

Flexible Spending Account funds must be used by March 15 of the following year, or they will be forfeited. Employees enrolled in the HSA plan are not eligible for the HCFSAs.

QUANTUM HEALTH – YOUR HEALTHCARE ADVOCATE

Healthcare for you and your family can be confusing and costly. Your Quantum Health Care Coordinators are available to make it simpler and more affordable. With just a tap, click or call, get personalized support and guidance with medical claims, health benefits, prescriptions and more. Think of them as your personal team of nurses, benefit experts and claims specialists who will do all they can to support your unique healthcare needs.

Instead of contacting the Charter HR Service Center, UMR or Navitus Rx about your medical plan or prescription drug program questions, call, chat or message a Quantum Health Care Coordinator. They simplify the healthcare system and provide personalized assistance at no cost to you. And then, they'll walk you through what you need to know. Before you enroll, call your Care Coordinator to discuss which medical plan options are right for you and your family.

After you're enrolled, contact Quantum Health for questions about:

- How your medical or Rx plan works
- Finding an in-network provider
- Replacing your medical ID card
- Help with claims or billing issues
- Obtaining a precertification, and more



DENTAL INSURANCE

The Delta Dental PPO plans provide benefits for most types of dental care. You may choose either the Base plan or the Buy-Up plan, depending on the desired level of coverage.

PLANS	WEEKLY				SEMI-MONTHLY			
	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY
Base Plan	\$1.74	\$3.82	\$4.17	\$5.56	\$3.76	\$8.28	\$9.04	\$12.05
Buy Up Plan	\$2.25	\$4.89	\$5.34	\$7.11	\$4.89	\$10.60	\$11.56	\$15.42

VISION INSURANCE

The Vision Service plan (VSP) offers coverage for vision exams, prescription glasses, contact lenses and selected other vision-related products and services.

PLAN	WEEKLY				SEMI-MONTHLY			
	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY
VSP	\$2.00	\$3.12	\$3.33	\$5.33	\$4.33	\$6.75	\$7.23	\$11.55

CHARTER'S PAY CONTINUATION (PC) PLAN

Charter Manufacturing's Pay Continuation plan sets us apart from other organizations. Introduced in the 1970s, its success is based on the principles of mutual trust and respect. We value and expect regular attendance at work; however, we recognize that sometimes you must be absent.

For certain absences, Charter Manufacturing wants to provide you with a minimum level of pay security while you recover from a covered personal illness or attend to certain personal obligations. We value and expect regular attendance at work; however, we recognize that sometimes you must be absent.

Benefit: Employee pay is continued at 100 percent when absent due to personal illness or certain eligible absences, up to 26 weeks.

Eligibility: Six consecutive months of active full-time service.

Our PC Plan offers benefits beyond a traditional short-term disability plan. Under the PC Plan eligible absences include personal illness, unavoidable personal obligations, family medical care, birth of a child, emergency issues, military reserve duty/camp, personal property loss, adoption/foster care placement, parental leave for birth of a child, jury/duty/subpoena and bereavement leave.

LIFE INSURANCE

Charter provides Prudential Life Insurance in the amount of 1X (one times) your base annual earnings, up to \$200,000, at no cost to you. In addition, you are eligible to apply for optional life insurance for yourself, your spouse and dependents at your own cost. As a new hire, employees may be subject to Evidence of Insurability (EOI). Through Prudential, Charter also offers critical illness, hospital indemnity, and accident coverage to you and your eligible dependents at your own cost.

LONG TERM DISABILITY (LTD)

The LTD plan provides financial protection when you are unable to work for a lengthy period due to illness or injury. The plan pays up to 60 percent of covered earnings, up to a maximum monthly benefit of \$15,000, following 180 days of disability. Charter provides this plan at no cost to the employee. In addition, you are eligible to purchase Buy-up LTD coverage of 6.67 percent at your own cost.

VACATION BENEFIT

NEW HIRES: Earn 1/12th of vacation hours per month.

Year of Service	1	5	7	10	20	25
Hourly	96	120	144	160	184	200
Salaried	120	144	160	160	184	200

HOLIDAYS

Charter provides nine (9) company designated holidays and two (2) floating holidays.

New hires are eligible for floating holidays (during their 1st calendar year of hire) according to the proration schedule below.

- Hired in January - September: 2 Floating Holidays
- Hired in October & November: 1 Floating Holiday

RETIREMENT & PROFIT SHARING

All full-time employees are immediately eligible to save for retirement on a pre-tax or Roth basis through the plan. Part-time employees are eligible as of the earlier of 1) earning 1,000 hours of service within 12 months immediately following date of hire, or 2) earning 1,000 hours of service as of the end of a calendar year. You are automatically enrolled at seven (7) percent and may increase the amount up to 50 percent (pre-tax & Roth). You may change your contribution percentage at any time. Rollovers from previous employer qualified plans are permitted. Charter's record keeper for the retirement plan is Fidelity Investments.

Match – Eligible employee contributions are matched \$.50/\$1 up to seven (7) percent. Match contributions are deposited each pay period and immediately vest at 100 percent.

Profit Sharing - A discretionary profit sharing contribution may be provided on an annual basis. You must be an active employee on deposit date to receive the contribution. If you are employed for less than 3 years, you are 0% vested in the Profit Sharing contribution. If you are employed 3 or more years, you are 100% vested in the Profit Sharing contribution.

GAINSHARING PROGRAM








Charter's Gainsharing Program is designed to share the benefits of improved performance. New employees are immediately eligible for participation at the start of their employment. Employees are encouraged to challenge methods and practices in the spirit of continuous improvement. The company recognizes that employee involvement and working together generates the improvement needed for the company and its employees to succeed. The program provides quarterly payments when predetermined measure are exceeded.

OUR WILL TO GROW DRIVES US TO DO IT BETTER




ADDITIONAL BENEFITS

Adoption Assistance	Charter's Adoption Assistance program is designed to provide financial assistance to eligible employees for the purpose of adoption. Maximum benefit: Up to \$5,000 reimbursement for eligible expenses upon approval.
BenefitHub Discount Program	Employees have access to more than 200,000 discounts on local and national products and brands through the BenefitHub portal. They can also earn cash back on items purchased through the portal.
Emergency Fund	The fund provides confidential financial assistance to employees experiencing temporary economic hardship due to certain emergency situations. Employees are eligible to apply after six months of employment.
Employee Consumer Discount program	Employees are eligible for a variety of discount purchase programs, including automobile, hotel, telecommunication, computer and entertainment discounts.
Identity Theft Protection	LifeLock Identity Theft Protection plans offer protection services including identity monitoring, scanning millions of transactions per second looking for threats that could lead to identity theft. Charter is pleased to offer two levels of coverage - LifeLock's Norton Benefit Essential or LifeLock Norton Benefit Premier - in both employee-only and family plans.
Legal Assistance	This optional benefit provides quality legal assistance to employees, spouses and dependents (up to age 26). MetLife Legal allows you to choose from a network of 14,000 attorneys in 50 states.
Pet Insurance	The Nationwide Pet Insurance plans covers cats, dogs and exotic pets. Purchase a medical policy for 50 percent or 70 percent coverage levels. Rates vary by pet type and state.
Tuition Reimbursement	Courses must begin on or after the date of hire. The plan reimburses 100% of eligible expenses up to \$3,700/year (undergraduate) or \$5,250/year (graduate) upon successfully completing course with a "C" or better.

WELLBEING PROGRAMS

<p>Healthy Pregnancy Support</p> 	<p>Charter offers Quantum Health’s Early Steps Maternity program. Earn a \$50 gift card for participation. Participants receive personalized one-on-one coaching with a nurse or health coach, an online maternity education portal and a one-stop resource for pregnancy-related benefit information. All employees, spouses and dependents enrolled in the medical plan are eligible.</p>
<p>Maternity / Paternity Paid Leave</p> 	<p>Parents will be eligible for up to five (5) consecutive scheduled work days paid per event (within two (2) calendar weeks of the birth) for the birth of his/her child. In cases of multiples, it will be five (5) days per child. The days must be taken consecutively and be used before the two (2) week timeframe. Additional paid time off may be available to birth mothers under the Pay Continuation (PC) plan.</p>
<p>Omada Diabetes Management</p> 	<p>Charter partners with Omada to provide employees and spouses enrolled in the Charter medical plan with diabetic supplies and support needed to manage their condition. Omada also offers hypertension management and weight loss support programs. All at no cost to employees.</p> <p>The programs include: Two continuous glucose monitors (CGMs), blood glucose meter and ongoing supply of test strips and lancets, and smart scale (Diabetes). Blood pressure monitor and smart scale (Hypertension). Smart scale to monitor progress (Weight Loss).</p>
<p>WW-Weight Watchers</p> 	<p>Charter sponsors WW (Weight Watchers Reimagined) and pays for half of the monthly membership fees. Get inspired to build healthy habits. No matter what your goal is – to lose weight, exercise or to develop a more positive mindset – WW brings science-based programs and tools that work.</p>
<p>Hinge Health Musculoskeletal Care</p> 	<p>Conquer back and joint pain and receive all the tools you need to get moving again from the comfort of your home. You will receive exercise therapy tailored to your needs, technology through the Hinge Health app for instant feedback, and a personal coach and physical therapist. Available to you and your eligible dependents enrolled in Charter’s medical plan at no cost to you.</p>
<p>Tobacco Cessation Coaching</p> 	<p>The Quantum Health Tobacco Cessation program is available to all employees. Spouses and dependents enrolled in the medical plan are welcome to participate. Your coach provides one-on-one support and guidance during five coaching sessions.</p> <p>Participants also receive cessation medications at no additional costs as part of the Charter medical plan.</p>
<p>Financial Wellbeing</p> 	<p>Charter partners with Fidelity Investments and Robert W. Baird & Company to offer a wide range of tools and programs that help you improve your financial wellbeing and meet your retirement goals.</p>

EMOTIONAL HEALTH PROGRAMS

<p>Employee Assistance Program (EAP)</p> 	<p>Employees and dependents have 24/7 free and confidential access to the Live and Work Well Optum EAP, offering confidential counseling or assistance with a wide variety of issues. In the convenience of your home, employees can participate in an online video conference with a licensed counselor to help with behavioral health issues, such as depression and anxiety. You also have access to assistance and resources for sleeping problems, financial or legal questions, workplace conflicts and more.</p>
<p>NAMI</p> 	<p>Charter is a member of NAMI – National Alliance on Mental Illness. Their mission is to provide advocacy, education, support and public awareness so that all individuals and families affected by mental illness can build better lives. Employees have access to resources and assistance.</p>
<p>Teladoc Virtual Visits</p> 	<p>Teladoc medical and behavioral health virtual visits are part of your health benefits and can save you time and money. 24/7 talk to a U.S. board-certified doctor from your phone, computer, tablet or other electronic device. HSA/HRA plan members pay \$49 per medical visit (toward deductible). Mental health providers include therapists (\$90 or less per visit), psychiatrists (\$100 to \$220 per visit).</p>