

# YOUR WILLSCOT BENEFITS HAVE YOU COVERED

Wherever you are in your life's journey, our benefit program is designed to support you and your family and you don't have to pay the union to get these benefits.

WillScott offers a comprehensive and competitive benefits package designed to help you Be Well physically, financially, and emotionally.

## LOOK AT WHAT YOU HAVE NOW:

- ✓ **MEDICAL AND PRESCRIPTION** (two plans to choose from)
- ✓ **HEALTH SAVINGS ACCOUNT (HSA)** allows you to set aside pre-tax money for healthcare expenses and offers company contribution
- ✓ **FLEXIBLE SPENDING ACCOUNTS (FSAs)** (set aside additional tax dollars for eligible healthcare and dependent care expenses)
- ✓ **DENTAL** (two plans to choose from)
- ✓ **VISION**
- ✓ **DISABILITY PLANS** (company-paid short-term and long-term disability)
- ✓ **401(k) PLAN** with 100% company match on first 3% of your contributions, plus 50% on the next 3% to a maximum of 6% of base pay
- ✓ **\$215 SAFETY BOOT VOUCHER**
- ✓ **\$150 PRESCRIPTION SAFETY EYEWEAR VOUCHER**
- ✓ **UNIFORMS w/ LAUNDRY SERVICE**
- ✓ **WELL-BEING PROGRAM** to help you improve, manage, and maintain your health
- ✓ **VOLUNTARY BENEFITS** like Critical Illness, Accident, Hospital Indemnity, Legal Benefits, and Identity Theft Protection available to purchase
- ✓ **LIFE/ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS**
- ✓ **EMPLOYEE ASSISTANCE PLAN (EAP)** (counselors available 24 hours a day, 365 days a year to you and your family members)
- ✓ **TOBACCO CESSATION PROGRAM**
- ✓ **FAMILY BUILDING BENEFIT** (includes fertility treatment, adoption, and surrogacy benefits with dedicated Patient Care Advocates)
- ✓ **CDL TRAINING PROGRAM**
- ✓ **DRIVER INCENTIVE PROGRAM** (up to \$6,000 available a year)
- ✓ **TUITION REIMBURSEMENT** available for job-related, accredited courses; provides a maximum annual benefit of as much as \$5,250
- ✓ **VOLUNTEER PAID TIME OFF**
- ✓ **PAID TIME OFF (PTO)** 15 to 25 days of PTO per year based on seniority plus holidays (10 designated and 2 floating)
- ✓ **A CULTURE DEDICATED TO HEALTH & SAFETY**

## YOUR BENEFITS WITH IUOE LOCAL 150

There are no guarantees in the collective bargaining process – your benefits would be subject to negotiations. You could end up with the same, more or less than you have now – and the union will expect you to pay dues no matter the outcome.

## DON'T RISK YOUR WILLSCOT BENEFITS

**WILLSCOT**

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**PLEASE VOTE NO**



< **SCAN ME**  
or visit [willscotstayinformed.com](https://willscotstayinformed.com) for  
more information about unionization.