

Holidays and Paid Time Off

Vacation

Westlake offers a competitive vacation schedule.

Paid Sick Leave

Westlake offers a competitive sick leave benefit.

Observed Holidays

Westlake provides paid holidays that include,* but are not limited to:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Christmas
- Floating Holidays
- Day before or after Christmas

*Specific holiday schedules may vary by location



Work-Life Balance & Incentive Plans

Flexible Work Arrangements*

- Flexible Work Hours
- Remote Work
- Home-based office
- Compressed Work Week



Employee Assistance Program

- Company-paid service offered through a third party providing crisis, legal and financial referral and consultation.

Bonus Programs

- Westlake offers competitive incentive plans.

Educational Assistance Program

- To strengthen individual knowledge and skills, Westlake provides reimbursement of eligible tuition expenses for full-time employees

Scholarship Program

- High School Seniors of full-time employees are eligible to apply



*Depending on role, responsibilities and location

Insurance, Savings and Retirement

Insurance Benefits	Savings	Retirement
<p>Basic Life Coverage</p> <p>Basic Employee AD&D</p> <p>Long-Term Disability Coverage</p> <p>Additional Employee Paid Options</p> <ul style="list-style-type: none"> • Employee Life Insurance • Dependent Life Insurance • AD&D Insurance 	<p>Flexible Spending Accounts (FSA)</p> <p>Health Savings Accounts (HSA)</p>	<p>Westlake Savings 401K Plan</p> <ul style="list-style-type: none"> • Employee contributions up to 100%, tax-deferred • Company matches up to 4% <p>Annual Retirement Contribution (ARC)</p> <ul style="list-style-type: none"> • Company contribution of annual base pay

Medical Two Options Available

1. PPO	2. Consumer Plan with HSA
<ul style="list-style-type: none"> • Annual Deductible (In-Network) \$600 individual / \$1200 family • Physician's Office Visit (In-Network) You pay \$25 co-pay • Specialist's Office Visit (In-Network) You pay \$50 co-pay • Co-Insurance (In-Network) After deductible, plan pays 80%, you pay 20% 	<ul style="list-style-type: none"> • Annual Deductible (In-Network) \$1,800 individual / \$3,600 family • Physician's Office Visit (In-Network) You pay 20% after deductible • Co-Insurance (In-Network) After deductible, plan pays 80%, you pay 20%



Locations

Westlake Chemical

Houston, TX
Corporate Office

Aberdeen, MS

Argo, IL

Calvert City, KY

Deer Park, TX

Geismar, LA

Lake Charles, LA

Lakeland, FL

Longview, TX

Longview, WA

Natrium, WV

Pittsburgh, PA

Plaquemine, LA

Stafford, TX

Wellness

- **Fitness Reimbursement Program**
50% (up to \$30 per person per month)
- **LiveHealth Online**
Virtual doctor visits for enrolled participants
- **Custom Care Management**
Assigned medical case managers for enrolled participants
- **24/7 Nurseline**
Access to registered nurses to answer health questions for enrolled participants
- **On-Site Health Fairs**
Flu shots and biometric screenings provided annually
- **TeleDoc Medical Experts**
Medical advice / expert opinions for enrolled participants
- **SurgeryPlus**
Access to specialized surgeons and Care advocates for enrolled participants
- **Omada for Joint & Muscle Health**
Virtual therapy for musculoskeletal issues
- **Health Advocate**
A 24/7 benefits concierge service staffed by experienced health care and benefits professionals.

Dental

- **Annual Deductible**
\$50 individual / \$100 family
- **Preventative Services**
Plan pays 100% / no deductible
- **Basic Services**
Plan pays 80% after deductible
- **Restorative Services**
Plan pays 50% after deductible
- **Annual Maximum Benefit**
Plan pays up to \$2,000 per covered person per year
- **Orthodontia**
Plan pays 50% for dependent children under age of 19
Lifetime maximum of \$2,000 per person

Vision

- **Wellness Vision Exam**
\$25
- **Prescription Glasses**
\$150 allowance towards frames/lenses
- **Contact Lenses**
\$150 allowance for contact lenses



ENHANCING
**YOUR
LIFE**
EVERY DAY