



All full time associates are eligible for the health, welfare and retirement benefits listed below which are company sponsored:

- Group Medical plans*
- HSA plans with partial employer funding
- Group Dental plans*
- Vision Plans
- Basic Life & AD&D insurance
- Short Term Disability*
- Long Term Disability*
- Dependent Care FSA
- Wellness program including smoking cessation programs, stress and weight management programs
- Paid Parental leave*
- Paid Bereavement leave
- Paid Vacation leave (varies by role and length of service)
- Paid Personal Sick leave
- Paid Jury Duty leave
- Company sponsored holidays
- Medical 2nd Opinion Program
- Telemed program
- Employee Assistance Program
- Business Travel Accident
- Opportunity to purchase supplemental life insurance
- 401k retirement plan (with employer match) *
- Company paid tuition reimbursement for U.S. based associates: up to \$5,250 per calendar year
- Charitable contribution matching gift program for U.S. based associates: up to \$5,000 per calendar year
- Employee referral bonus program

*Associates who are bargained under a CBA have the same type of benefits, but may have different plans / programs, based on their CBA.

In addition, full time associates have stock ownership of Zurn Elkay through inclusion in our company stock grant program.