



## Recruiter Summary — Part-Time Employees

January 1, 2026 through December 31, 2026

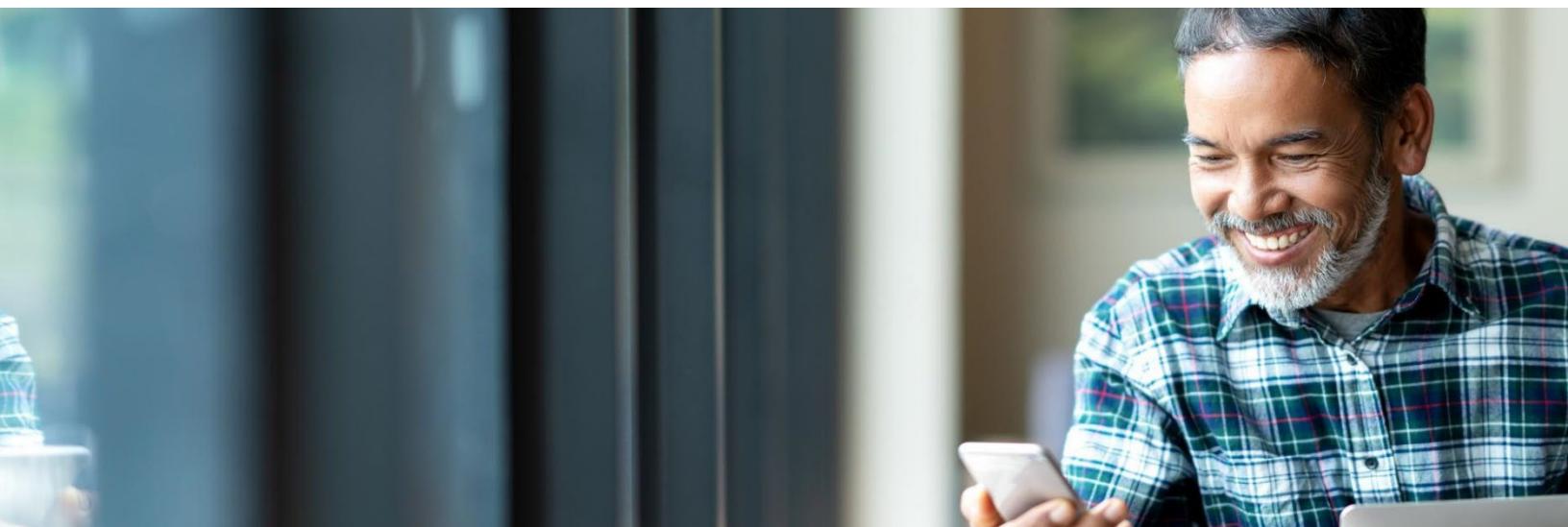
*This brochure has been prepared to help you review the key factors that are associated with our benefit plans. This brochure does not provide all of the contractual provisions, limitations or exclusions included in our policies and should be considered only as a summary of our current benefits. If any differences exist between this summary and the official contracts, the contracts shall prevail.*

We recognize that benefits are an integral and valuable component of any total compensation package. At Tapestry Solutions are pleased to provide a limited number of benefits to our part-time employees.

Please take a moment to read through this brochure to familiarize yourself with the benefits available to part-time employees of Tapestry Solutions. This brochure is intended to be a high-level summary of the benefit plans we offer as of January 1, 2026.

### **Eligibility Information**

These benefits are available to employees regularly scheduled to work fewer than 30 hours per week.



# Wishbone Pet Insurance Plan through Pet Benefit Solutions

You can enroll at any time by visiting  
[www.wishboneinsurance.com/tapestrysolutions](https://www.wishboneinsurance.com/tapestrysolutions)

Your pet deserves the best care, and you shouldn't hesitate to give it to them! This accident and illness insurance plan helps you pay for care due to injuries from an accident and covers unexpected illnesses that your cat or dog may develop. You can even add an optional wellness plan to pay for routine care.

## Included in the Core Accident & Illness Plan:

You get 70% reimbursement for accidents and illnesses. Plus, chat with a veterinarian 24/7 through telehealth.

## Included in the Wellness plan:

You have an option between 2 plans that provide reimbursement for routine wellness care such as annual check-ups, vaccinations, and more.

## What does the plan cover?

### Core Accident and Illness coverage

This coverage helps you pay for unexpected large vet bills in the event of an accident or illness for your cat or dog:

- \$250 deductible
- 70% reimbursement
- \$5,000 annual limit
- 24/7 pet telehealth

Pre-existing conditions are not covered in accident and illness plans.

### Wellness Buy-Up Options

Wishbone offers two wellness plans, Pedigree and Best-in-Show, which you can add on to the core Accident and Illness coverage. Both options cover preventative care for your pet, but Best-in-Show option covers a higher amount for these services, plus additionally covers spay/neuter and teeth cleaning services.



### Which veterinarians are covered?

All Wishbone policies include coverage at licensed veterinarians when traveling in the US, Canada, or any region under US government control, such as territories or military bases in foreign countries.

### Does the coverage have a waiting period?

A waiting period refers to the amount of time after your start date before coverage begins. For all policyholders, routine care coverage has no waiting periods.

### Is dental care covered?

Good dental care is vitally important to the overall health of your pet. Wishbone's accident and illness plan includes coverage for periodontal disease and other dental issues if proper preventative care as outlined in the policy document has been performed.

You can elect to enroll in the Best-in-Show wellness plan that includes dental coverage to save on routine dental cleaning.



**Pricing Details:** Paid directly to Wishbone only via credit or debit card

Rates are individually underwritten based on pet and location.

Please visit <https://www.wishboneinsurance.com/tapestrysolutions> for more details and to receive a personalized quote.

# Employee Assistance Program (EAP)

An Employee Assistance Program is offered in conjunction with our benefits and is a free, confidential counseling assessment and referral service for employees and their household family members. The EAP provides access to trained professionals in individual, marriage, and family counseling, as well as employee assistance. In the United States, you can access the EAP by calling the toll-free number at 866-719-5788, visiting [Spring Health \(Boeing Benefits\)](#), or downloading their mobile app. Additional information on the program can be found in their [Frequently Asked Questions](#) document.

There are a broad range of services available, including but not limited to:

- Marital or Family Counseling
- Parental Guidance
- Legal Consultation
- Financial Counseling
- Emotional or Mental Health Assistance
- Substance Abuse
- Stress

You can call the EAP for telephonic counseling as many times as you need, and you also have access to 10 free counseling and coaching sessions per year. Counselors will be able to assess your situation, recommend an action plan, and/or refer you to other resources if necessary.

All calls into the EAP program are 100% confidential. Participation is not documented and will not be reported to your Employer.

**The Employee Assistance Program (EAP) benefit is effective the first day of the month following your hire date.**



# Paid Sick Leave Benefits

Tapestry Solutions believes that every employee should have the opportunity to take time off to maintain a healthy work-life balance. The company's sick pay benefits are designed to give you greater flexibility, allowing you to manage your own sick leave. You get to decide how to use your earned time, whether for vacation, illness, or personal matters.

Part-time employees will begin accruing sick pay immediately. You will earn sick pay at a rate of 1 hour for every 30 hours worked, rounded to the nearest hundredth, in accordance with the applicable state or local sick pay laws. Sick pay will carry over from year to year, with a maximum accrual cap of 80 hours. Employees are not allowed to go into a negative balance for sick leave.

## Secure your financial future by taking advantage of the 401(k) plan

### Charles Schwab Retirement Planning

If you are at least age 18, you are eligible to participate in the traditional 401(k) or Roth 401(k) plan on the first day of the month following 30 days of employment. The plans allow you to save up to the IRS limit of \$24,500 per year, plus a catch-up contribution if you're age 50 or older. If you'll be 60, but not older than 63 before December 31, you'll have an opportunity to increase your retirement savings catch-up contributions by an extra \$11,250; otherwise, your catch-up contributions are \$8,000. In addition, the plan allows you to save even more using the so-called mega-backdoor Roth provision.

You may contribute up to 100% of your eligible earnings on a pre-tax basis. You may make changes to your contribution amount at any time during the year at [workplace.schwab](http://workplace.schwab) or call (800) 724-7526. Tapestry will make a discretionary contribution equal to 100% of your salary deferral up to 5% of your salary. You are immediately vested in your contributions.

Please note that the company match is allocated per pay period. Make sure you spread out your contributions evenly throughout the year to maximize the matching amount.

Please remember that after-tax contributions will not receive a match. Therefore, we encourage you to contribute to the traditional pre-tax and/or Roth each pay period to ensure you receive the maximum employer match.

#### Company contributions vesting schedule

Years of Service	Vested Portion
Less Than 1 Year	0%
1 Year	50%
2 Years	100%

Higher Catch-up Limits (Super Catch-Up)	<ul style="list-style-type: none"><li>In 2026, employees turning age 60 to 63 will be able to make Catch-up Contributions totaling 150% of that year's regular catch-up contribution limit. In 2026, the higher limit is anticipated to be \$11,250 (may be indexed by IRS).</li><li>Employees age 50-59 and 64+ are limited to the IRS regular Catch-up Contribution limit (\$8,000 for 2026).</li></ul>
Required Roth Catch-up Contributions	<ul style="list-style-type: none"><li>Catch-up eligible employees who earned more than \$150,000 (may be indexed by IRS) in FICA wages in 2025 can make Catch-up Contributions on a Roth basis only. No pretax Catch-up Contributions are allowed for these employees.</li><li>Impacted employees will receive communication in early 2026.</li><li>We will continue to have a single election process for contributions but when the regular limit is met the remainder of the withholdings will be changed to Roth from pre-tax.</li></ul>

