



At Wells, we value our employees and are committed to providing a competitive and comprehensive benefits package. Our benefits package is subject to change at anytime. For a complete list of benefits, please contact us.



Paid Time Off (PTO)

Nine paid holidays plus paid time off are provided, with the PTO ranging from 15 days for new employees and up to 25 days for employees with 20 or more years of service.



Health, Dental and Vision Insurance + Savings Accounts

The Company sponsors two different plans for each type of coverage—Health, Dental and Vision—allowing employees the flexibility to select the optimal coverage levels for themselves and/or their families.

Various Savings Accounts that enable employees to set aside before-tax dollars to pay for qualified health care expenses and qualified dependent care expenses (i.e. daycare, before and after school care, etc.) are available.



Disability Insurance and Life Insurance

Company-paid short-term and long-term disability coverage provided in the event an employee becomes ill or injured and unable to work.

Employees are also covered under company-paid life insurance. Employees can purchase additional life insurance covering themselves and/or their eligible spouse / dependents without an evidence of insurability at the time of new hire.



Training and Educational Assistance

Company-paid job-related training and educational assistance is available.



Wellness Incentives

Company-paid health risk assessments and coaching is offered to eligible employees and spouses. Participating employees receive an incentive which is \$1,196 per year starting in 2023, and participating spouses also receive a \$1,196 incentive per year starting in 2023. The assessments and coaching are confidential and performed by a third party.



401(k) and Profit Sharing

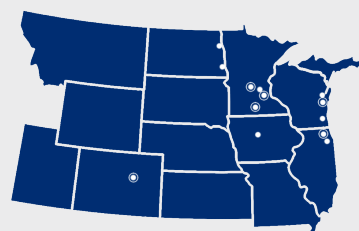
Wells sponsors a 401(k) plan that, once service requirements are met, allows employees to set aside before-tax or after-tax (Roth feature) contributions into an array of investment alternatives. Through the 401(k) plan administrator, participants have access to many retirement planning tools and educational materials.

Eligible employees may also receive company-paid profit-sharing contributions as determined by the Board of Directors each year. A history of profit-sharing contributions covering recent plan years includes:

PLAN YEAR END	PROFIT SHARING CONTRIBUTION AS A PERCENTAGE OF ELIGIBLE COMPENSATION
2018	3.68%
2019	6.26%
2020	3.97%
2021	5.75%
2022	3.81%
2023	4.77%

Who We Are:

Wells is one of the nation's largest building solutions providers, specializing in prefabricated construction solutions. At Wells, we hold ourselves to a higher standard. We transform how our partners think, design, construct and succeed bringing a new way of thinking. We create landmarks, transform communities, and help businesses and individuals thrive.



● OFFICE

○ OFFICE/PLANT

With six manufacturing facilities in the U.S., Wells is able to provide innovative, efficient, and cost-effective solutions to our customer's design-build challenges from Canada to New Mexico and Indiana to Colorado.