



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

*Specific holiday schedules may vary by location



Work-Life Balance & Incentive Plans

Flexible Work Arrangements

- 9/80 (depending on location)
- Telecommuting
- Flexible Work Hours

Employee Assistance Program

- Company-paid service offered through Aetna providing crisis, legal and financial assistance.

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



Insurance, Savings and Retirement

Insurance Benefits	Savings	Retirement
Basic Life Coverage Basic Dependent Life Basic Employee AD&D Long-Term Disability Coverage Additional Employee Paid Options <ul style="list-style-type: none">• Employee Life Insurance• Dependent Life Insurance• AD&D Insurance	Flexible Spending Accounts (FSA)* <ul style="list-style-type: none">• A tax-effective way to pay for a wide range of unreimbursed health care costs and dependent care	Westlake Savings 401K Plan <ul style="list-style-type: none">• Employee contributions up to 100%, tax-deferred• Company matches up to 4% Annual Retirement Contribution (ARC) <ul style="list-style-type: none">• Company contribution of 8% of annual base pay Retiree Medical Coverage



Medical

Two Options Available

1. Standard PPO	2. Consumer Value PPO
<ul style="list-style-type: none"> • Annual Deductible (In-Network) \$200 individual / \$500 family • Physician's Office Visit (In-Network) You pay \$20 co-pay • Co-Insurance (In-Network) After deductible, plan pays 85%, you pay 15% 	<ul style="list-style-type: none"> • Annual Deductible (In-Network) \$2,000 individual / \$4,000 family • Physician's Office Visit (In-Network) You pay 20% paid after deductible • Co-Insurance (In-Network) After deductible, plan pays 80%, you pay 20%



Dental

- **Annual Deductible**
\$50 individual / \$100 family
- **Preventative Services**
Plan pays 100% / no deductible
- **Basic Services**
Plan pays 80% / no 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 \$1,500 per person

Vision

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



Locations

North America

Westlake Chemicals

Houston, TX
Corporate Office
Calvert City, KY
Geismar, LA
Lake Charles, LA
Longview, TX

North American Specialty Products

Lodi, CA
McPherson, KS

North American Pipe Corporation

Booneville, MS
Greensboro, GA
Janesville, WI
Leola, PA
Yucca, AZ
Wayne, PA

Westech

Calgary, Alberta, Canada
Evansville, IN

Europe

Vinnolit

Ismaning, Germany
Corporate Office
Burghausen, Germany
Cologne, Germany
Gendorf, Germany
Knapsack, Germany
Schkopau, Germany

Asia

Huasu

Taichang City,
Jiangsu Province, China