2026

TOTAL REWARDS SUMMARY

Benefits

MEDICAL INSURANCE

JB offers four medical insurance options through Medica. Premiums range from $112.38 to $335.16 per month for associate only, $299.02 to $721.70 per month for associate + child(ren), $316.16 to $764.16 for associate + spouse, and $471.99 to $1,027.81 per month for family coverage.

DENTAL INSURANCE

JB offers dental insurance through Delta Dental. Monthly cost to associate ranges from $13.23 per month for single coverage to $29.54 per month for family coverage.

VISION INSURANCE

Vision insurance is offered for JB associates through Eye Med Vision Care. Premiums range from $3.94 to $11.66 per month, depending on number of family members covered.

BASIC LIFE INSURANCE AND AD&D COVERAGE

At no cost to the associate, JB offers a $50,000 life and AD&D policy for each associate, $20,000 policy on spouses and $10,000 coverage on each eligible child.

401K RETIREMENT PROGRAM

JB will match 50% of the first 6% of associate's payroll contributions. No vesting schedule applies. Roth option is also available.

SUPPLEMENTAL LIFE AND AD&D INSURANCE

Guaranteed issue amount of the lesser of 5 times annual earnings or $150,000 at group rates. Can elect additional coverage up to 5 times salary, up to $500,000 with evidence of insurability. AD&D insurance is the same amount as Life.

FLEXIBLE SPENDING ACCOUNT (FSA)

JB offers both a health care and dependent care flex benefits program.

HEALTH SAVINGS ACCOUNT (HSA)

For those associates who elect the high deductible medical insurance coverage, we have an HSA account available. JB will contribute $500 per year for associate only, $750 per year for associate + spouse or associate + child(ren) and $1,000 per year for family coverage to the associate's HSA account. Additional contributions from associate can be elected on a pre-tax basis.

SHORT TERM DISABILITY

JB's Short-Term Disability plan replaces 70% of weekly earnings. Benefits begin for disabilities caused by an accident on the 8th day of disability. This benefit is company paid.

LONG TERM DISABILITY

JB's Long Term Disability plan replaces 60% of the associate's monthly income loss, subject to a maximum monthly benefit of $6,000. Associate must be disabled for 90 days before benefits may be payable and continue for as long as the associate remains disabled or until social security normal retirement age, whichever is sooner.

ACCIDENT INSURANCE

JB offers accident insurance that provides benefit payments for expenses and treatments related to covered accidents or injuries occurring on or off the job.

CRITICAL ILLNESS

JB offers insurance that provides lump sum payments if you or a dependent are diagnosed with a covered illness.

Benefits continued

FIRST STOP HEALTH

For those associates enrolled in JB's medical plan, First Stop Health gives you free 24/7 access to US board certified doctors through the convenience of your phone. You and a practitioner can speak or video chat to answer questions, make diagnosis and even prescribe medication.

HOPITAL INDEMNITY

JB offers Hospital Indemnity coverage that provides extra financial security in the event you're admitted to the hospital.

PAID TIME OFF (PTO) PROGRAM

JB is proud to offer time off from work with pay to eligible associates to provide opportunities for rest, relaxation, recovery, and personal pursuits. Our plans combine vacation, sick and personal time off into PTO "banks" to be used upon the personal needs of the associate.

PAID HOLIDAYS

JB has 6 designated holidays per year and offers two floating holidays. If a paid holiday falls on a weekend, a floating holiday is added. Floating holidays for new associates are prorated based on their hire date.

Additional Opportunities

GAINSHARING INCENTIVE PROGRAM

Each year JB sets a goal for the company based on total company pre-tax profits. Associates can receive a monetary gift once this goal is achieved, which is based on performance measures and varies per individual. This plan is uncapped with unlimited potential!

ASSOCIATE PURCHASE PROGRAM

Associates can purchase a variety of JB products at a discounted price. A maximum of $3,000 of product per year and $250 per paycheck applies. Purchases are paid for by payroll deduction.

ANNIVERSARY AWARD PROGRAM

JB has an Associate Anniversary Award Recognition program to celebrate associate's milestone dates.

CAREER ADVANCEMENT OPPORTUNITIES

We give our associates the opportunity to explore positions within the organization so they can continue to grow and stay to make a living.

TUITION REIMBURSEMENT PROGRAM

JB is committed to encouraging associates to further develop and improve their own skills, knowledge, and abilities through formal educational processes.

JOB SPECIFIC TRAINING

On the job training is provided for all associates that is specific to their role.

PERSONAL DEVELOPMENT/LEADERSHIP TRAINING

To continuously grow and develop our associates, JB is dedicated to providing learning and development opportunities at no cost to our associates.

COMMUNITY IMPACT OPPORTUNITIES

Serving others is key to the foundation of our organization. JB has many opportunities for associates to give back to the communities we work and live in by donating time, talents and money.

BOOT REIMBURSEMENT PROGRAM

JB associates are eligible for a $150 per year work boot reimbursement.

New associates are eligible for benefits the first of the month following 30 days of eligible employment. Premiums are paid by payroll deduction on a pre-tax basis.Terms and conditions of participation in benefit plans are subject to plan provisions. All benefit programs are subject to change.