Our Customer First Foundation Principles state: Value our Customers, Value our People, and Safely Improve Every Day! We understand the critical role our Team Members play in the success of Watco and the success of our Customers and we value their contribution.

To recruit, hire, and retain exceptional talent, Watco offers a comprehensive benefits package to our Team Members. We understand that quality benefits are part of the decision to join the Watco team and remain part of the Watco family.

To remain competitive, we strive to offer industry leading benefits. Our Team Members pay a lower percentage of medical premiums than others in our industry, while maintaining lower copays and lower out-of-pocket maximums. Watco also provides a strong company-paid term life insurance benefit and a strong 401(k) match.

We ask our Team Members to partner with us in helping to keep costs down. While Watco pays the majority of medical costs, we ask our Team Members to share part of the costs through pre-tax premium payments and copays. Our goal is to encourage our Team Members to become good healthcare consumers and help us manage costs.

**Our comprehensive benefits package includes:**

- Medical Insurance for Team Member and their dependents
  - PPO Plan with a company funded Health Reimbursement Account (HRA)
  - Qualified High Deductible Plan with a company funded Health Savings Account (HSA)
- Dental Insurance for Team Member and their dependents
- Vision Insurance for Team Member and their Dependents
- Company-paid Term Life Insurance and AD&D
- Short-term Disability Insurance
- Long-term Disability Insurance
- Flexible Spending Account (FSA)
  - Healthcare Flexible Spending Account
  - Dependent Care Flexible Spending Account
  - Limited Flexible Spending Account (Dental & Vision only)
- 401(k)
  - Pre-Tax 401(k)
  - Roth 401(k)
- Doctor on Demand Telehealth Service
- Team Member Assistance Program
- Voluntary Term Life Insurance
- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Whole Life Insurance
- Wellness and Tobacco Incentive
- Vacation & Holidays
- Partner Discounts