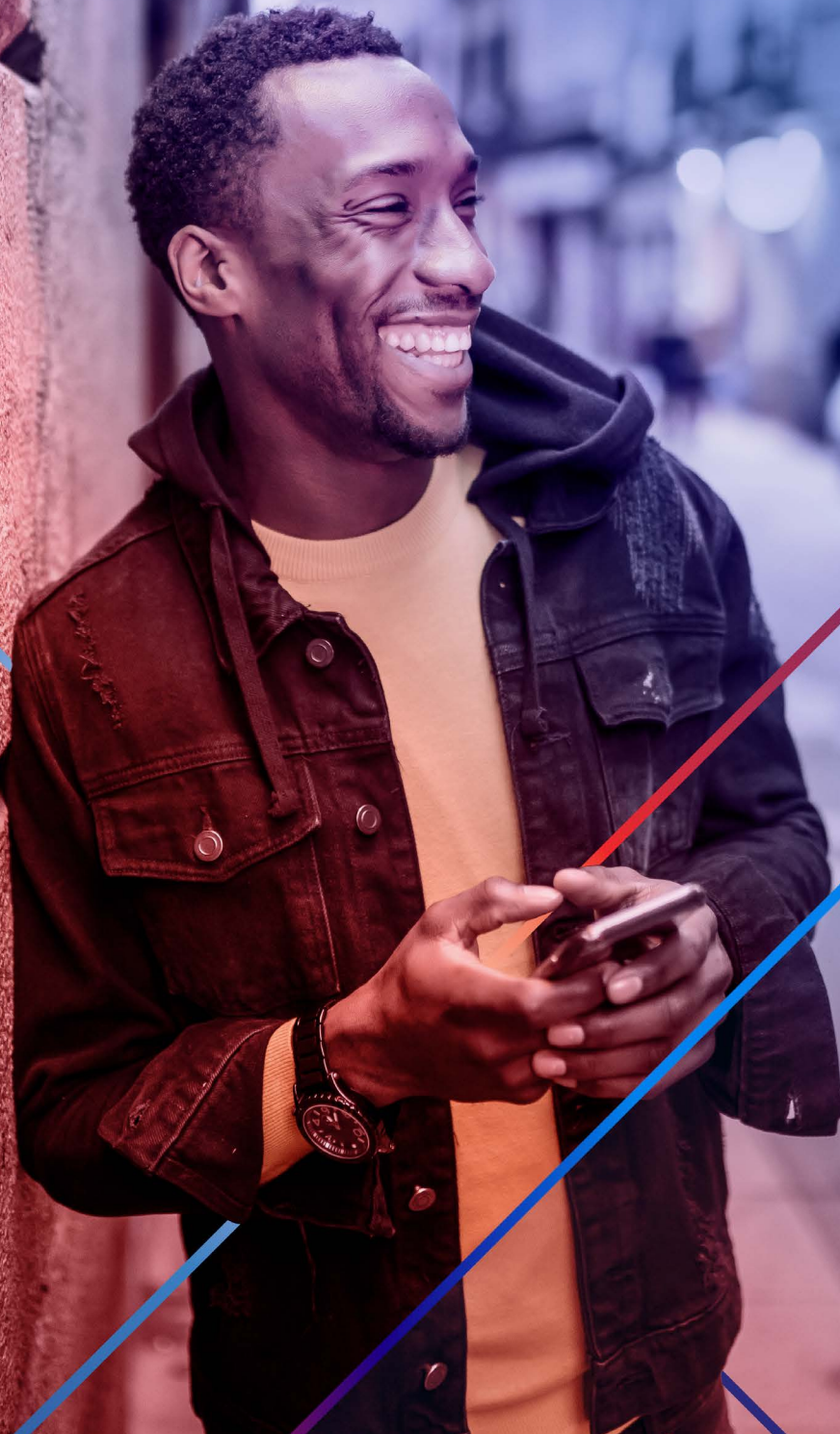




World Wide
Technology

2024 Benefits Brochure

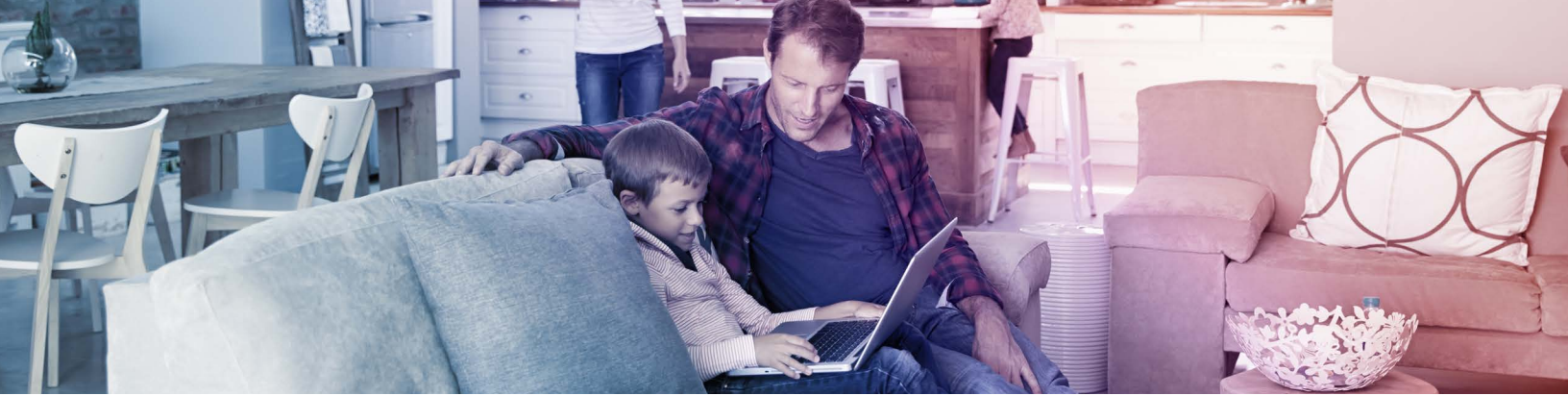
All U.S. except Hawaii



How do you benefit?

At World Wide Technology we are committed to helping our employees and their families lead a healthy lifestyle by offering a comprehensive benefits package to fit their needs – including those that promote physical, financial and mental well-being.





Health Benefits

At World Wide Technology, we take pride in offering best-in-class total rewards to support our employees and their family members. This guide outlines the benefit programs, providers and additional information.

Provider	Effective Date	Benefit	Additional Information	Cost to You
Medical				
Allegiance	1st day of the month following start date for Full-time employees	PPO Plan: See Summary Plan Description for specific details Provider Network: Cigna Open Access Plus, OA plus, Choice, Fund OA Plus	Annual In-Network Deductible: \$250/individual \$500/family www.askallegiance.com 855-999-3893	Health Premiums (Medical, Dental, Prescription & Vision): • Employee: \$25/month • Employee & Spouse: \$90/month • Employee & Child(ren): \$70/month • Family: \$145/month
Prescription Drug				
Express Scripts, Inc.	1st day of the month following start date for Full-time employees	Up to 30 day supply after \$50 <i>(per family member - retail only)</i> Copays: Generic: \$5; Preferred: \$20; Non-preferred: \$35	Up to 90 day supply available through mail order for cost of two copays and no deductible. www.express-scripts.com 888-310-4045	Cost included in Medical Plan <i>(see above)</i>
Dental				
Delta Dental	1st day of the month following start date for Full-time employees	Preventive paid at 100% Basic paid at 80%; Major paid at 50% (\$1,500 yearly max/ Deductibles: \$50 individual; \$150 family) Orthodontia paid at 50% (\$1,500 lifetime maximum benefit for dependents age 18 and under)	Percentage of coverage is the same for all dentists; however some dentists may pass on charges above usual & customary amounts to the member. www.DeltaDentalMO.com 800-335-8266	Cost included in Medical Plan <i>(see above)</i> A voluntary Dental Buy Up option is available which includes adult orthodontia and increased limits.



Provider	Effective Date	Benefit	Additional Information	Cost to You
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Vision

Eye Med	1st day of the month following start date for Full-time employees	Annual eye exam and allowance towards contacts and eyeglasses	www.eyemed.com 866-800-5457	Cost included in Medical Plan (see above)
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Supplemental Health

Cigna Voluntary Accident		Offers a cash benefit in the event of an accident resulting in injury		
Cigna Voluntary Critical Illness	1st day of the month following start date for Full-time employees	Offers a cash benefit when you are diagnosed with a covered illness, such as heart attack or stroke	www.SuppHealthClaims.com 800-754-3207	Costs vary based on tier of coverage
Cigna Voluntary Hospital Care		Offers a cash benefit when you experience a covered hospital stay for events such as an in-patient procedure or the birth of a child		

Flexible Spending Accounts

P&A Group	1st day of the month following start date (Full time/Part time)	Dependent Care: maximum of \$5,000 Health Care: maximum of \$3,050 Commuter transit: maximum \$300/mo	www.padmin.com 800-688-2611	Employees have deductions taken on a pre-tax basis
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Financial Well Being

Provider	Effective Date	Benefit	Additional Information	Cost to You
Life Insurance and AD&D				
New York Life	1st day of the month following start date for Full-time employees	Life insurance provided at 1.5 times annual salary. Up to a maximum of \$500K per year. Accidental Death and Dismemberment coverage also provided	Voluntary Life Insurance may be purchased in addition to this policy 800-732-1603	Fully paid by WWT
Voluntary Life Insurance				
New York Life	1st day of the month following start date for Full-time employees	Term Life Insurance available at group rates for additional employee, spouse, and child coverage	Guaranteed issue amounts available at time of hire only 800-732-1603	Costs vary based on age and amounts. Policies are portable and convertible
Long Term Disability				
New York Life	1st day of the month following start date for Full-time employees	60% of your average gross monthly earnings up to a maximum monthly limit (includes commissions, bonus and overtime). Qualifying payments begin after 90 days of disability	Average gross monthly earnings are calculated from the calendar year prior to the disability 888-842-4462	Fully paid by WWT
401k Plan/Banking				
Merrill <i>Pre-tax and Roth Options</i>	Eligible to enroll 1st day of month after 90 days of employment. Rollovers may occur on start date	Enrollments are the 1st of every month. The company will match dollar for dollar, up to 6% of compensation contributed to the plan	Employees are given a variety of investment options benefits.ml.com 800-228-4015	Employees may contribute up to 75% of their pre-tax monthly income
Bank of America <i>Banking & Investing</i>	Upon hire	Enroll in direct banking with all program/maintenance fees waived	Exclusive direct banking, mortgage rates & financial resources 888-383-7200	None

Provider	Effective Date	Benefit	Additional Information	Cost to You
Profit Sharing				
World Wide Technology	New employees must be on WWT's payroll by November 1st to qualify for that year's benefit	WWT uses a percentage of the net income to reward employees Part-time employees are prorated based on actual hours worked	There is no vesting period. Must be an active employee the last working day of the year in which the calculation is based. Profit sharing bonuses are typically paid out in January of the following year	Fully paid by WWT
Tuition Reimbursement				
World Wide Technology	6 months of Full-time employment Part-time employees are eligible after 6 months for half of the program limits listed.	Employees receive a 100% reimbursement of eligible tuition expenses towards a degree. Yearly maximum benefit of \$5,250 and lifetime maximum benefit of \$30,000	Reimbursement will cover the cost of tuition fees & books	100% eligible expenses reimbursed upon completion of course(s)
Student Loan Concierge				
GotZoom	Upon hire	A concierge service that identifies, maximizes, recertifies, and enrolls employees into federal loan forgiveness programs	Employees may receive a free benefit analysis to determine eligibility www.GotZoom.com 1-833-GotZoom	Administrative fees apply





Paid Time Off

Effective Date	Benefit	Additional Information	Cost to You
Full-Time and Part-Time Employee Paid Time Off (PTO)			
Full-time PTO accrues per pay period	<p>The accrual schedule is as follows:</p> <ul style="list-style-type: none"> • 1 – 4 years: 20 days/year (year 1 prorated accrual) • 5 – 9 years: 25 days/year • 10+ years: 30 days/year • All increases to PTO will begin accruing the pay period after the employee's fifth and tenth anniversary dates 	<p>You may borrow up to five (5) days against your yearly allotment with your manager's approval. You can carry over a maximum of five (5) days of accrued PTO to the following year. PTO should be requested in writing 10 days in advance</p>	Fully paid by WWT
Part-time PTO starts accruing immediately	<ul style="list-style-type: none"> • 1 – 9 years: 6 days/year (year 1 prorated accrual) • 10+ years: 9 days/year 	<p>The first of each year, there will be 1 additional day of PTO available for a personal day of observance</p>	
Holidays			
Upon hire date, Full-time employees will receive their standard rate of pay for holidays	<p>The following holidays are observed:</p> <p>New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the following Friday, Christmas Eve, & Christmas Day.</p> <p>The company at its discretion will apply one (1) floating holiday per year where it deems appropriate</p>	<p>If a holiday falls on a Saturday it will be observed the preceding Friday. If it falls on a Sunday it will be observed the following Monday</p>	Fully paid by WWT
Day of Caring			
Upon Hire	1 paid day off to volunteer and give back to the community at a non-profit organization of your choice	Does not count against regular PTO balance	Fully paid by WWT

Leave of Absence










Effective Date	Benefit	Additional Information	Cost to You
Bereavement Leave			
Upon Hire	Full time employees receive 5 days	For immediate family members	Fully paid by WWT
Medical Leave			
Available after 1 year of full-time employment	100% pay up to 6 weeks for employee own serious health condition 100% pay – 6 weeks for the birth of a child	Leave is applied in accordance with FMLA	Fully paid by WWT
Parental Leave			
Available 1st day of the month following start date for full-time employees	100% pay up to 6 weeks for the birth of a child or placement of a child for adoption with the employee	Leave is applied in accordance with FMLA.	Fully paid by WWT
Military Leave			
Upon Hire	15 day - Training pay per year Active Duty - Difference pay for up to 26 weeks	Paid time for employees in the military who are required to take time off to serve our country	Fully paid by WWT



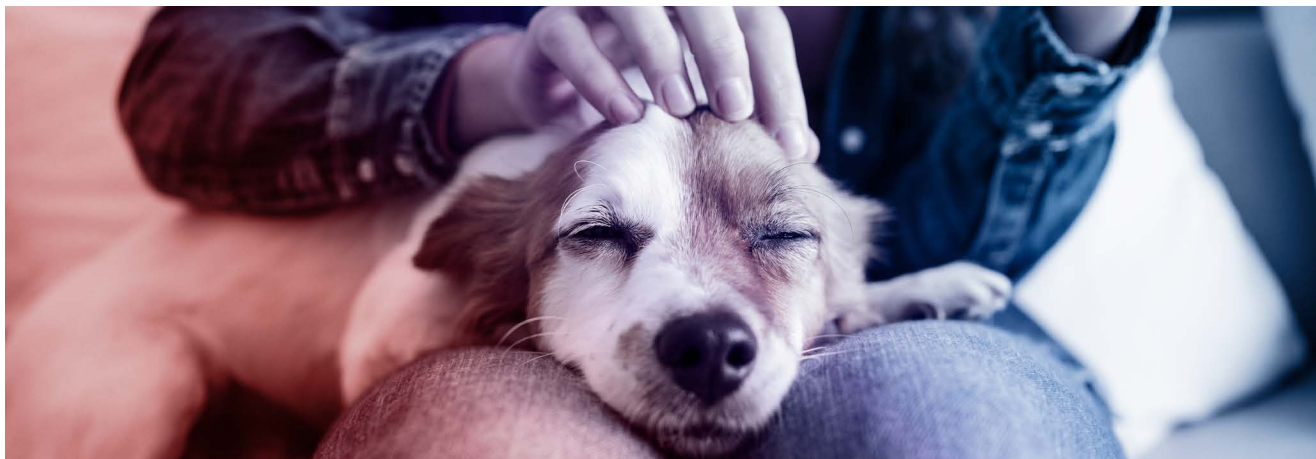
Additional Perks

Effective Date	Benefit	Additional Information	Cost to You
EAP: Personal Assistance Services			
On start date for all employees and their immediate family members	Confidential and professional assistance covering a wide range of issues such as stress, financial concerns, alcohol, and substance abuse	www.paseap.com (code: WWT) 800-356-0845	Fully paid by WWT
WayForward Mobile App	Through evidence-based behavioral health modules the app houses goal assessments & progress monitoring	Search app store WayForward (code: WWT)	
eM Life Mobile App	Mindfulness solution building skills to manage stress and anxiety, improve focus and enhance overall well-being.	Search app store: eM Life (code: WWT)	
Sharecare Wellbeing Platform			
Upon Hire	Available to all global employees, this wellbeing platform offers tools, resources and wellbeing challenges to live your healthiest and happiest life.	www.sharecare.com	Fully paid by WWT
Wellness Program			
Available to all Full-time and Part-time employees	<ul style="list-style-type: none"> • Annual Health Screenings • Online Account Access • Organized Wellness Events & Activities • Participation incentives & rewards 	Employees receive incentives for participation	Fully paid by WWT
Onsite Family Health Center (Mercy)			
Available to all Full-time/ Part-time employees and family members on our health plan	Services offered: Urgent Care services, allergy injections, rashes, acute injuries & acute office procedures, Lab work, Primary Care office visits, Well visits/ physicals and Prescription dispensary	Locations: STL Main Campus (Building 58): 314-513-1870 Edwardsville, IL Campus (NAIC2): 618-219-7470	Fully paid by WWT



Effective Date	Benefit	Additional Information	Cost to You
Family Planning (Progyny)			
Adoption & Surrogacy Assistance			
Available to all Full & Part-time employees (30+ hours)	Expenses include court costs, agency, travel, and attorney fees; lifetime max of \$10,000 each	 833-203-7994	Fully paid by WWT
Fertility			
Available to all Full & Part-time employees enrolled in the Health Plan (30+ hours)	Assistance with fertility consultations, medication and smart cycles	 833-203-7994	Employees pay 30% of costs
Mother's Milk Shipping Benefit (Milk Stork)			
Upon hire	Milk Stork works with employees to ship a nursing mother's milk back home to their baby while traveling for business This program is also offered to employees who are receiving breast milk from a surrogate, birth mother for adoptions or milk donors	 www.milkstork.com/wwt  877-242-1306	Fully paid by WWT
Family Support (Bright Horizons)			
Available to all Full & Part-time employees (30+ hours)	Back-Up Family Care: Up to 10 days/yr in unplanned child/elder care; Enhanced Family Support: Network of support to include elder care, academic support, pet sitters & housekeepers, college coaching and child care	 https://clients.brighthouse.com/wwt (UN: WWT; PW:Benefits4You)  877-242-2737	Copays apply Fees vary based upon services
Identity Theft Protection (ID Watchdog)			
1st day of the month following start date. Available to all Full & Part-time employees	Voluntary benefit to give employees the support and tools they need to protect personal information from online threat	 866-513-1518	Employees pay 100%
Legal Services (Metlife Legal Plans)			
1st day of the month following start date (Full time/Part time)	Includes: Money Matters, Home & Real Estate, Estate Planning, Family & Personal Services, Civil Lawsuits, Elder-Care Issues, Vehicle & Driving	 www.info.legalplans.com (access code: Legal)  800-821-6400	Employees pay 100%

Effective Date	Benefit	Additional Information	Cost to You
Pet Insurance (Metlife)			
1st day of the month following start date (Full time/Part time)	My Pet Protection w/ Wellness or My Pet Protection; Pre-existing conditions not covered	800-438-6388	Employees pay 100%
Maternity Management (Allegiance)			
Available to female members on the health plan upon the start of pregnancy	Program to promote a health pregnancy for yourself or spouse on the health plan and receive free educational materials from pregnancy to infant care	www.askallegiance.com 877-792-7827 Ext. 1	Fully paid by WWT
Hinge Health Virtual Physical Therapy			
1st day of the month following start date for Full-time employees enrolled in the health plan	For those enrolled in the Allegiance Health Plan, Hinge is a virtual physical therapy program offered for both acute and chronic conditions.	hinge.health/worldwidetech 855-902-2777	Fully paid by WWT
Real Appeal (Rally)			
1st day of the month following start date for Full-time employees enrolled in the health plan	Effective, comprehensive approach to weight management. Must have a BMI of 23 or higher and be on the health plan	enroll.realappeal.com	Fully paid by WWT
Perk Spot			
1st day of the month following start date (Full time/Part time)	Online store for exclusive company deals and discounts	wwt.perkspot.com/login	Fully paid by WWT



Questions?

Please submit a ticket to **Ask HR.**

The Summary Plan Descriptions (SPD's) and Plan Documents are designed to provide information on the benefits available at WWT. Both documents are located on:

[United](#) ▶ [Quick Links](#) ▶ [HR Self Service Portal](#) ▶ [My Benefits](#)

This document does not provide the full scope of coverage and should not be construed as a complete description of a plan's benefits.