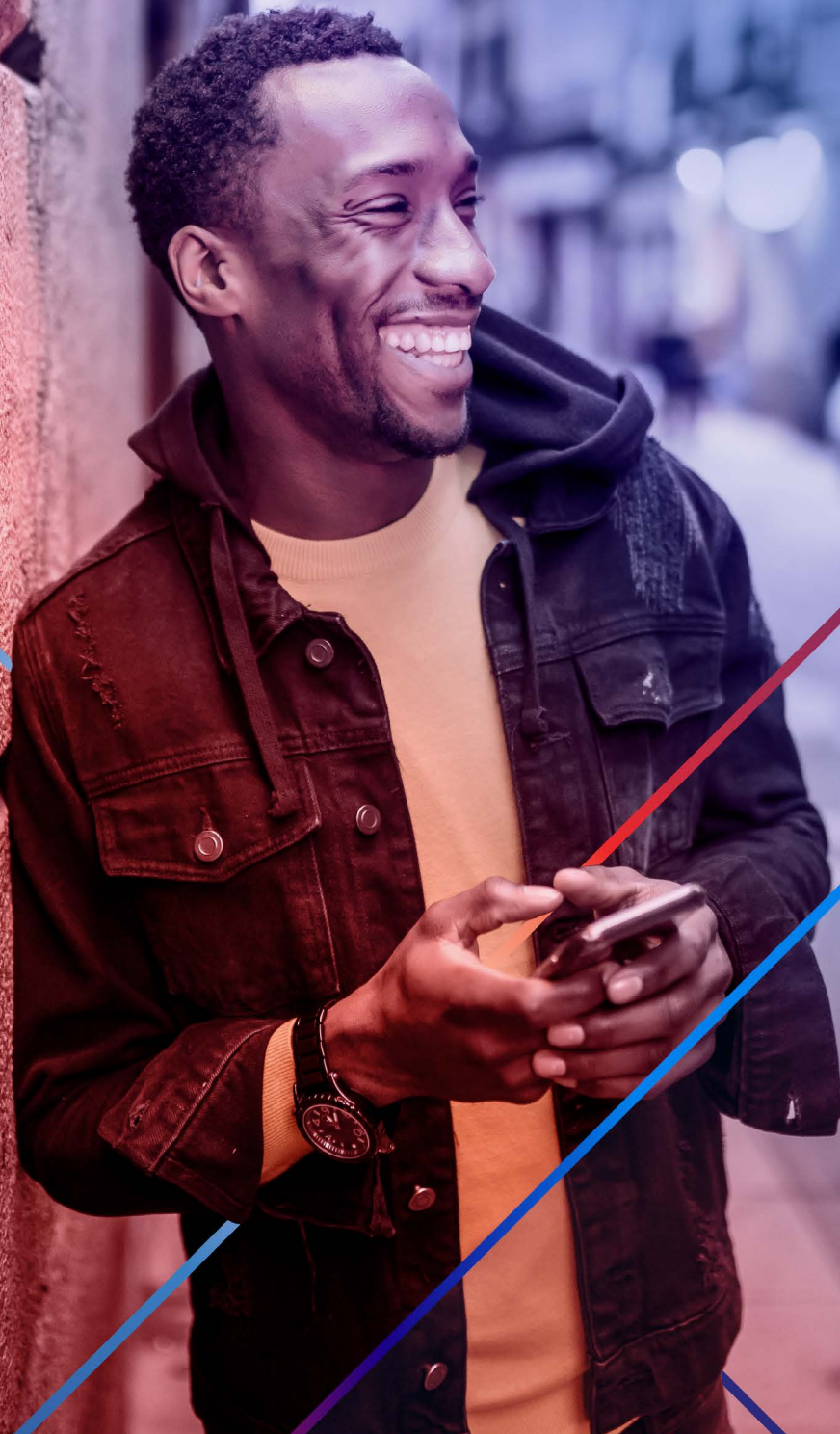


2024 Benefits Brochure

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				
UHA	1st day of the month following start date for Full-time employees	<p>PPO Plan: See Summary Plan Description for specific details</p> <p>Annual Deductible: None Annual Copay</p> <p>Max: \$2,500/person & \$7,500/family</p> <p>Preventive Services: No Copay</p> <p>Physician Services: 10% of eligible charges</p> <p>Hospital Services: 10% of eligible charges</p> <p>ER Services: 10% of eligible charges</p>	<p>Dependent Child Coverage up to age 26</p> <p>www.uhahealth.com view EOBs and search for providers</p> <p>808-532-4000</p>	<p>Health Premiums (Medical, Dental, Prescription & Vision):</p> <ul style="list-style-type: none"> • Employee: \$25/month • Employee & Spouse: \$90/month • Employee & Child(ren): \$70/month • Family: \$145/month
Prescription Drug				
UHA	1st day of the month following start date for Full-time employees	<p>30 Day Generic: \$10 copay 30 Day Preferred: \$20 copay 30 Day Non Preferred: \$40 copay 90 Day Mail Order Generic: \$15 copay 60 Day Mail Order Preferred: \$30 copay 60 Day Mail Order Non Preferred: \$60 copay</p>	<p>If the eligible charge for a 30 day supply is over \$250, copayment is 20% of eligible charge</p> <p>www.uhahealth.com 808-532-4000</p>	<p>Cost included in Medical Plan (see above)</p>

Provider	Effective Date	Benefit	Additional Information	Cost to You
Dental				
UHA	1st day of the month following start date for Full-time employees	<p>Annual Maximum - \$1,500</p> <p>Diagnostic/Preventive Care paid at 70%-100% of eligible charges</p> <p>Basic Care paid at 70% of eligible charges</p> <p>Major Care paid at 50% of eligible charges</p> <p>Orthodontia paid at 50%, \$1,000 lifetime maximum for dependents age 25 and under</p>	<p>www.HawaiiDentalService.com check eligibility, view EOBs and search for providers</p> <p>808-532-4000</p>	Cost included in Medical Plan (see above)
Vision				
UHA	1st day of the month following start date for Full-time employees	Eye Exam and allowance towards contacts and eyeglasses	<p>www.uhahealth.com to locate providers</p> <p>808-532-4000</p>	Cost included in Medical Plan (see above)
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	<p>www.SuppHealthClaims.com</p> <p>800-754-3207</p>	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)	<p>Dependent Care: maximum of \$5,000</p> <p>Health Care: maximum of \$3,050</p> <p>Commuter transit: maximum \$300/mo</p>	<p>www.padmin.com</p> <p>800-688-2611</p>	Employees have deductions taken on a pre-tax basis

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



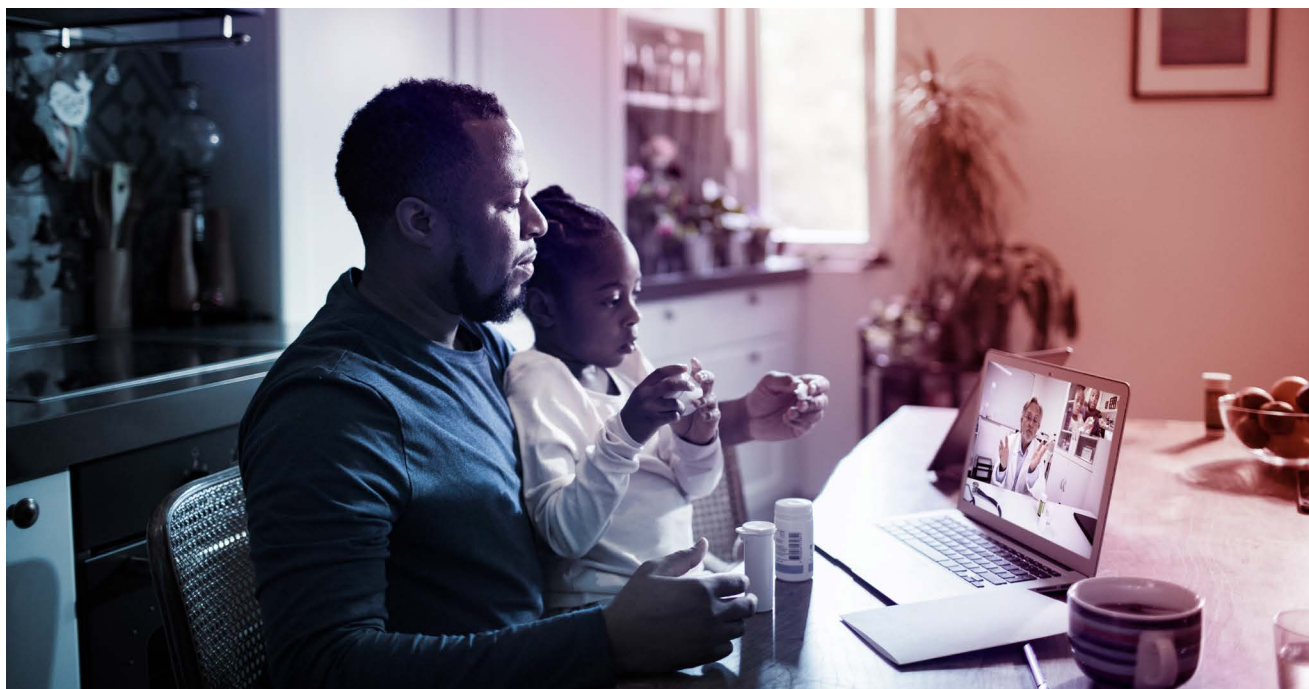


Paid Time Off

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

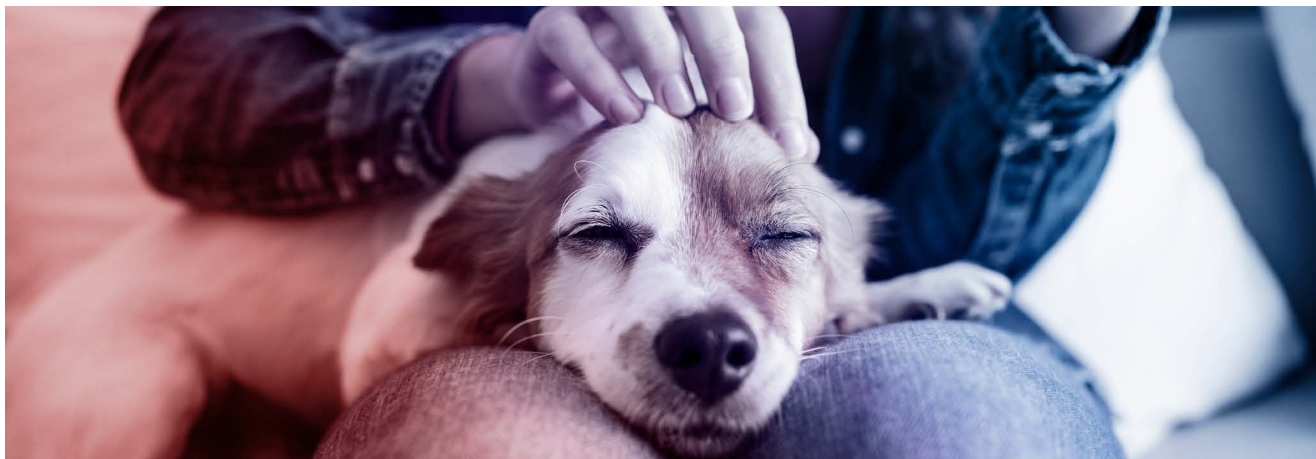
Effective Date	Benefit	Additional Information	Cost to You
Bereavement Leave			
Upon Hire	Full time employees receive 5 days	For immediate family members	Fully paid by WWT
Medical Leave			
Available after 1 year of full-time employment	100% pay up to 6 weeks for employee own serious health condition 100% 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
Adoption & Surrogacy Assistance (Progyny)			
Available to all Full Time Employees	Expenses include court costs, agency, travel, and attorney fees; lifetime max of \$10,000 each	833-203-7994	Fully paid by WWT
Mother's Milk Shipping Benefit (Milk Stork)			
Upon hire	<p>Milk Stork works with employees to ship a nursing mother's milk back home to their baby while traveling for business</p> <p>This program is also offered to employees who are receiving breast milk from a surrogate, birth mother for adoptions or milk donors</p>	www.milkstork.com/wwt 877-242-1306	Fully paid by WWT

Effective Date	Benefit	Additional Information	Cost to You
Family Support (Bright Horizons)			
Available to all Full & Part-time employees (30+ hours)	<p>Back-Up Family Care: Up to 10 days/yr in unplanned child/elder care;</p> <p>Enhanced Family Support: Network of support to include elder care, academic support, pet sitters & housekeepers and child care</p>	<p>http://clients.brighthouse.com/wwt (UN: WWT; PW:Benefits4You) or call</p> <p>877-242-2737</p>	<p>Copays apply</p> <p>Fees vary based upon services</p>
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 threats	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	<p>www.info.legalplans.com (access code: Legal)</p> <p>800-821-6400</p>	Employees pay 100%
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%
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.