

# 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
<b>Medical</b>				
<b>UHA</b>	1st day of the month following start date for Full-time employees	<p><b>PPO Plan: See Summary Plan Description for specific details</b></p> <p>Annual Deductible: None Annual Copay</p> <p>Max: \$2,500/person &amp; \$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><a href="http://www.uhahealth.com">www.uhahealth.com</a> view EOBs and search for providers</p> <p><a href="tel:808-532-4000">808-532-4000</a></p>	<p><b>Health Premiums (Medical, Dental, Prescription &amp; Vision):</b></p> <ul style="list-style-type: none"> <li>• Employee: \$25/month</li> <li>• Employee &amp; Spouse: \$90/month</li> <li>• Employee &amp; Child(ren): \$70/month</li> <li>• Family: \$145/month</li> </ul>
<b>Prescription Drug</b>				
<b>UHA</b>	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><a href="http://www.uhahealth.com">www.uhahealth.com</a> <a href="tel:808-532-4000">808-532-4000</a></p>	<p>Cost included in Medical Plan (see above)</p>

Provider	Effective Date	Benefit	Additional Information	Cost to You
<b>Dental</b>				
<b>UHA</b>	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><a href="http://www.HawaiiDentalService.com">www.HawaiiDentalService.com</a> check eligibility, view EOBs and search for providers</p> <p><a href="tel:808-532-4000">808-532-4000</a></p>	Cost included in Medical Plan (see above)
<b>Vision</b>				
<b>UHA</b>	1st day of the month following start date for Full-time employees	Eye Exam and allowance towards contacts and eyeglasses	<p><a href="http://www.uhahealth.com">www.uhahealth.com</a> to locate providers</p> <p><a href="tel:808-532-4000">808-532-4000</a></p>	Cost included in Medical Plan (see above)
<b>Supplemental Health</b>				
<b>Cigna Voluntary Accident</b>		Offers a cash benefit in the event of an accident resulting in injury		
<b>Cigna Voluntary Critical Illness</b>	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><a href="http://www.SuppHealthClaims.com">www.SuppHealthClaims.com</a></p> <p><a href="tel:800-754-3207">800-754-3207</a></p>	Costs vary based on tier of coverage
<b>Cigna Voluntary Hospital Care</b>		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		
<b>Flexible Spending Accounts</b>				
<b>P&amp;A Group</b>	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><a href="http://www.padmin.com">www.padmin.com</a></p> <p><a href="tel:800-688-2611">800-688-2611</a></p>	Employees have deductions taken on a pre-tax basis

# Financial Well Being

Provider	Effective Date	Benefit	Additional Information	Cost to You
<b>Life Insurance and AD&amp;D</b>				
<b>New York Life</b>	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 <a href="tel:800-732-1603">800-732-1603</a>	Fully paid by WWT
<b>Voluntary Life Insurance</b>				
<b>New York Life</b>	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 <a href="tel:800-732-1603">800-732-1603</a>	Costs vary based on age and amounts. Policies are portable and convertible
<b>Long Term Disability</b>				
<b>New York Life</b>	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 <a href="tel:888-842-4462">888-842-4462</a>	Fully paid by WWT
<b>401k Plan/Banking</b>				
<b>Merrill</b> <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. <a href="https://benefits.ml.com">benefits.ml.com</a> <a href="tel:800-228-4015">800-228-4015</a>	Employees may contribute up to 75% of their pre-tax monthly income
<b>Bank of America</b> <i>Banking &amp; Investing</i>	Upon hire	Enroll in direct banking with all program/maintenance fees waived	Exclusive direct banking, mortgage rates & financial resources <a href="tel:888-383-7200">888-383-7200</a>	None

Provider	Effective Date	Benefit	Additional Information	Cost to You
<b>Profit Sharing</b>				
<b>World Wide Technology</b>	New employees must be on WWT's payroll by March 31st to qualify for that year's benefit	WWT uses a percentage of the net income to reward employees  For additional details on this program, see the Employee Handbook.	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
<b>Tuition Reimbursement</b>				
<b>World Wide Technology</b>	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)
<b>Student Loan Concierge</b>				
<b>GotZoom</b>	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  <a href="http://www.GotZoom.com">www.GotZoom.com</a>  <a href="tel:1-833-GotZoom">1-833-GotZoom</a>	Administrative fees apply





# Paid Time Off

Effective Date	Benefit	Additional Information	Cost to You
<b>Full-Time and Part-Time Employee Paid Time Off (PTO)</b>			
Full-time PTO accrues per pay period	<p><b>The accrual schedule is as follows:</b></p> <ul style="list-style-type: none"> <li>• 1 – 4 years: 20 days/year (year 1 prorated accrual)</li> <li>• 5 – 9 years: 25 days/year</li> <li>• 10+ years: 30 days/year</li> <li>• All increases to PTO will begin accruing the pay period after the employee's fifth and tenth anniversary dates</li> </ul>	<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"> <li>• 1 – 9 years: 6 days/year (year 1 prorated accrual)</li> <li>• 10+ years: 9 days/year</li> </ul>	<p>The first of each year, there will be 1 additional day of PTO available for a personal day of observance</p>	
<b>Holidays</b>			
Upon hire date, Full-time employees will receive their standard rate of pay for holidays	<p><b>The following holidays are observed:</b></p> <p>New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the following Friday, Christmas Eve, &amp; 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
<b>Day of Caring</b>			
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
<b>Bereavement Leave</b>			
Upon Hire	Full time employees receive 5 days	For immediate family members	Fully paid by WWT
<b>Medical Leave</b>			
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
<b>Parental Leave</b>			
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
<b>Military Leave</b>			
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
<b>EAP: Personal Assistance Services</b>			
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	<a href="http://www.paseap.com">www.paseap.com</a> (code: WWT) 800-356-0845	Fully paid by WWT
RX Well Mobile App	Includes support for wellness goals in areas of stress, anxiety, healthy eating, physical activity and much more.	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)	
<b>Sharecare Wellbeing Platform</b>			
Upon Hire	Available to all global employees, this wellbeing platform offers tools, resources and wellbeing challenges to live your healthiest and happiest life.	<a href="http://www.sharecare.com">www.sharecare.com</a>	Fully paid by WWT
<b>Wellness Program</b>			
Available to all Full-time and Part-time employees	<ul style="list-style-type: none"> <li>• Annual Health Screenings</li> <li>• Online Account Access</li> <li>• Organized Wellness Events &amp; Activities</li> <li>• Participation incentives &amp; rewards</li> </ul>	Employees receive incentives for participation	Fully paid by WWT
<b>Adoption &amp; Surrogacy Assistance (Progyny)</b>			
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
<b>Mother's Milk Shipping Benefit (Milk Stork)</b>			
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>	<a href="http://www.milkstork.com/wwt">www.milkstork.com/wwt</a> 877-242-1306	Fully paid by WWT

Effective Date	Benefit	Additional Information	Cost to You
<b>Family Support (Bright Horizons)</b>			
Available to all Full & Part-time employees (30+ hours)	<p><b>Back-Up Family Care:</b> Up to 10 days/yr in unplanned child/elder care;</p> <p><b>Enhanced Family Support:</b> Network of support to include elder care, academic support, pet sitters &amp; housekeepers and child care</p>	<p><a href="http://clients.brighthouse.com/wwt">http://clients.brighthouse.com/wwt</a> (UN: WWT; PW:Benefits4You) or call</p> <p><a href="tel:877-242-2737">877-242-2737</a></p>	<p>Copays apply</p> <p>Fees vary based upon services</p>
<b>Identity Theft Protection (ID Watchdog)</b>			
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	<a href="tel:866-513-1518">866-513-1518</a>	Employees pay 100%
<b>Legal Services (Metlife Legal Plans)</b>			
1st day of the month following start date (Full time/Part time)	<b>Includes:</b> Money Matters, Home & Real Estate, Estate Planning, Family & Personal Services, Civil Lawsuits, Elder-Care Issues, Vehicle & Driving	<p><a href="http://www.info.legalplans.com">www.info.legalplans.com</a> (access code: Legal)</p> <p><a href="tel:800-821-6400">800-821-6400</a></p>	Employees pay 100%
<b>Pet insurance (Metlife)</b>			
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	<a href="tel:800-438-6388">800-438-6388</a>	Employees pay 100%
<b>Perk Spot</b>			
1st day of the month following start date (Full time/Part time)	Online store for exclusive company deals and discounts	<a href="http://www.perkspot.com/login">www.perkspot.com/login</a>	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.*