



World Wide
Technology

2025 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 | Two PPO Plan options available: Gold & Platinum. 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 | Gold Health Premiums (Medical, Dental, Prescription & Vision): • Employee: \$25/month • Employee & Spouse: \$90/month* • Employee & Child(ren): \$70/month • Family: \$145/month* |
| | | | | Platinum Health Premiums (Medical, Dental, Prescription & Vision): • Employee: \$40/month • Employee & Spouse: \$140/month* • Employee & Child(ren): \$110/month • Family: \$240/month* |
| <p>*\$100/month spousal surcharge applied to employees earning \$100k or more annually if spouse/domestic partner is offered coverage through their employer but is enrolled in the WWT plan.</p> | | | | |
| Prescription Drug | | | | |
| Express Scripts, Inc. | 1st day of the month following start date for Full-time employees | Up to 30 day supply after \$50 (per family member - retail only) 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 (see above) |

| Provider | Effective Date | Benefit | Additional Information | Cost to You |
|-----------------------------------|---|--|---|---|
| Dental | | | | |
| Delta Dental | 1st day of the month following start date for Full-time employees | <p>Preventive paid at 100%</p> <p>Basic paid at 80%; Major paid at 50% (\$1,500 yearly max/Deductibles: \$50 individual; \$150 family)</p> <p>Orthodontia paid at 50% (\$1,500 lifetime maximum benefit for dependents age 18 and under)</p> | <p>Percentage of coverage is the same for all dentists; however out-of-network dentists may pass on charges above usual & customary amounts to the member.</p> <p>www.DeltaDentalMO.com</p> <p>800-335-8266</p> | <p>Cost included in Medical Plan (<i>see above</i>)</p> <p>A voluntary Dental Buy Up option is available which includes adult orthodontia and increased limits.</p> |
| Vision | | | | |
| Eye Med | 1st day of the month following start date for Full-time employees | Annual eye exam and allowance towards contacts and eyeglasses | <p>www.eyemed.com</p> <p>866-800-5457</p> | Cost included in Medical Plan (<i>see above</i>) |
| 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 \$3,200</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 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 at any time | The company will match dollar for dollar, up to 6% of eligible 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 |

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|-------------------------------|--|--|---|---|
| Profit Sharing | | | | |
| World Wide Technology | 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 |
| 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 successful 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 | 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

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|---|---|---|-------------------|
| 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 |
| RX Well Mobile App | Includes support for wellness goals in areas of stress, anxiety, healthy eating, physical activity and much more. | Search app store RX Well (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 the WWT 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 WWT 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.brighthorizons.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. Available to all Full & Part-time employees | 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. Available to all Full & Part-time employees | 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 employees and spouses on the WWT 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 WWT 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 WWT 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](#) ▶ [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.