



2021 **SUMMARY OF BENEFITS**

ALL U.S. EXCEPT HAWAII



World Wide Technology



- *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 EMOTIONAL WELL-BEING.



WHAT'S NEW *for* 2021



Voluntary Accident Insurance

Accidents in life happen and can affect your emotional and financial health. To supplement the health plan and give you more peace of mind, Cigna will provide your family with coverage and additional financial protection for expenses with unplanned accidents. This benefit will ultimately assist with costs such as emergency care, hospitalizations, fractures, alternative treatments and preventative care. There are no copays, deductibles, coinsurance or network requirements. Cigna will also offer tools and resources to find the right care at the right cost.

For more information, please call 800.754.3207.



Bright Horizons Family Support

World Wide Technology understands the meaning of family and how important this aspect of life is. No one day is alike and having options is key, especially when time and productivity is of the essence. With Bright Horizons, child back up care and enhanced family support will be offered to all employees as a voluntary benefit. Back-up care will consist of unplanned or planned care, in home or center-based with an extensive nation-wide network of caregivers. The enhanced family support will also include a network of caregivers and support for child and elder care, academics, nanny placement, pet sitters and housekeepers.

For more information please visit <http://clients.brighthouse.com/wwt> or the mobile app: Back Up Care (Username: WWT/ PW: Benefits4You) or you may call 877-242-2737.



Transportation

Beginning in 2021, all U.S. employees (excluding Hawaii) will be eligible to enroll in employee-paid transportation via Vantage. You can set aside pre-tax dollars to be used for eligible expenses related to bus, subway, train, trolley, meters, garages & lots, Van Pool and Ridesharing (UberPool & LyftShared).



HEALTH *Benefits*

PROVIDER	EFFECTIVE DATE	BENEFIT LEVEL	ADDITIONAL INFORMATION	COST TO YOU
MEDICAL PLAN				
UMR	1st day of the month following start date for Full-time employees.	PPO Plan: See Summary Plan Description for specific details Provider Networks: <ul style="list-style-type: none"> BeechStreet (Alaska) (beechstreet.com) UHC Choice Plus (All other states) (umr.com > search providers > medical > UHC Choice Plus) 	Annual In-Network Deductible: \$250/individual \$500/family For more information go to www.umar.com	Health Premiums (Medical, Dental, Prescription & Vision): <ul style="list-style-type: none"> Employee: \$25/month Employee & Spouse: \$90/month Employee & Child(ren): \$70/month Family: \$145/month
VOLUNTARY ACCIDENT INSURANCE				
Cigna	1st day of the month following start date for Full-time employees	Guaranteed group rates and issue coverage available for eligible new employees, spouse/domestic partner and dependent children	Assistance with medical out-of-pocket costs that you may incur after an accidental injury.	Costs vary based on tier plan of coverage
DENTAL PLAN				
UMR	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 indid; \$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.	Cost included in Medical Plan. (see above)
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> Deductible: <ul style="list-style-type: none"> Generic: \$5 Preferred: \$20 Non-preferred: \$35 	Up to 90 day supply available through mail order for cost of two copays and no deductible. For more information go to: www.express-scripts.com	Cost included in Medical Plan. (see above)
VISION PLAN				
Eye Med	1st day of the month following start date for Full-time employees.	Eye Exam and allowance towards Contacts, and Eyeglasses	For more information go to www.eyemed.com	Cost included in Medical Plan. (see above)
FLEXIBLE SPENDING ACCOUNTS				
UMR	1st day of the month following start date.	Dependent Care: maximum of \$5,000 Health Care: maximum of \$2,750 Transportation: maximum \$270/mo.	Available to Full-time and Part-time employees. Debit card provided. www.umar.com	Employees have deductions taken on a pre-tax basis.

Financial



WELL-BEING

PROVIDER	EFFECTIVE DATE	BENEFIT LEVEL	ADDITIONAL INFORMATION	COST TO YOU
LIFE INSURANCE AND AD&D				
Cigna	1st day of the month following start date for Full-time employees.	Life insurance provided at 1.5 times your 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.	Fully paid by WWT
VOLUNTARY LIFE INSURANCE				
Cigna	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.	Costs vary based on age and amounts. Policies are portable and convertible.
LONG TERM DISABILITY				
Cigna	1st day of the month following start date for Full-time employees.	60% of your average gross monthly earnings up to \$10,000 per month (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.	Fully paid by WWT
401K PLAN/BANKING				
Merrill Lynch <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 your compensation contributed to the plan.	Employees are given a variety of investment options. For more information go to benefits.ml.com	Employees may contribute up to 90% 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	None
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	There is no vesting period for this benefit. You must be an active employee when Profit Sharing is calculated in December to receive the benefit for that year	Fully paid by WWT
TUITION REIMBURSEMENT				
World Wide Technology	After one (1) year of Full-time employment	Qualified employees receive a 50% reimbursement of tuition towards a degree. Yearly maximum benefit of \$5,000 and lifetime maximum benefit of \$20,000	Reimbursement will cover the cost of tuition fees & books	50% reimbursed to you upon completion of course(s).
GOT ZOOM				
GotZoom	Upon hire	Employees may receive a free benefit analysis to determine eligibility at www.GotZoom.com or 1-833-GotZoom	A concierge service that identifies, maximizes, recertifies, and enrolls employees into federal loan forgiveness programs	Administrative fees apply



Paid TIME OFF

EFFECTIVE DATE	BENEFIT LEVEL	ADDITIONAL INFORMATION	COST TO YOU
FULL-TIME AND PART-TIME EMPLOYEE PAID TIME OFF (PTO)			
Full-time PTO accrues at 1.42 days per calendar month during the 1st year of employment.	The accrual schedule is as follows: <ul style="list-style-type: none"> • 1 - 4 years: 1.42 days/month, or 17 days/year • 5 - 9 years: 1.83 days/month, or 22 days/year • 10+ years: 2.5 days/month, or 30 days/year • All increases to PTO will begin accruing the month after the employee's fifth and tenth anniversary dates. 	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.	Fully paid by WWT
Part-time PTO starts accruing immediately.	<ul style="list-style-type: none"> • 1 - 9 years: .50 days/month, or 6 days/year • 10+ years: .75 days/month, or 9 days/year 		
HOLIDAYS			
Upon hire date, Full-time employees will receive their standard rate of pay for holidays.	The following holidays are observed: New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the following Friday, Christmas Eve, & Christmas Day. The company at its discretion will apply one (1) floating holiday per year where it deems appropriate.	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.	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
BEREAVEMENT LEAVE			
Upon Hire	Full time employees receive 3 days.	For immediate family members.	Fully paid by WWT
MEDICAL LEAVE			
Available after 12 consecutive months 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 after 12 consecutive months of full-time employment	100% pay up to 2 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
MATERNITY LEAVE			
Available after 12 consecutive months of full-time employment.	100% pay up to 4 weeks for the birth of a child. This is in addition to sick leave and parental leave.	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 LEVEL	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.	Day, evening, and weekend appointments are available at a variety of locations away from the workplace.	Fully paid by WWT
WayForward Mobile App	Through evidence-based behavioral health modules the app houses goal assessments & progress monitoring	Mental health application that can manage & access areas of concern 24/7 to create healthy habits and better communication	
NURSING MOTHERS BENEFIT (Milk Stork)			
Upon Hire	WWT has partnered with Milk Express to ship a nursing mothers milk back home to baby while traveling for business	Shipping kit included along with travel kits for those traveling internationally	Fully paid by WWT
TRANSPORTATION			
First day of the month following enrollment	Employee can set aside up to \$270/month for transportation expenses	Available to Full-time and Part-time employees. Debit card provided. www.umar.com	Employees pays 100%
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			
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	2 Locations: STL Main Campus (Building 58) Edwardsville, IL Campus (NAIC2) Staffed with a Physician, Nurse Practitioner, 2 lead nurses and 2 medical assistants	Fully paid by WWT
FAMILY PLANNING (Progyny)			
Adoption Assistance			
Available to all Full & Part-time employees (30+ hours)	Assistance with the expenses related to adopting a child; For more information, please call 833-203-7994	Expenses include court costs, travel, and attorney fees; lifetime max \$5,000	Fully paid by WWT
Fertility			
Available to all Full & Part- time employees (30+ hours)	Assistance with fertility consultations, medication and smart cycles	Bundled services that include tests, treatments and smart cycles	Employees pay 30% of costs
FAMILY SUPPORT (Bright Horizons)			
Available to all Full & Part- time employees (30+ hours)	Back-Up Family Care Enhanced Family Support	Up to 10 days/yr in unplanned child/elder care Offers a network of support to include elder care, academic support, pet sitters & housekeepers and child care	Copays apply Fees vary based upon services
LEGAL SERVICES (Metlife / Hyatt Legal Plans)			
1st day of the month following start date	Includes: Money Matters, Home & Real Estate, Estate Planning, Family & Personal Services, Civil Lawsuits, Elder-Care Issues, Vehicle & Driving	Available for Full-time and Part-time employees including their spouse and dependents	Employees pay 100%
PET INSURANCE (Metlife)			
1st day of the month following start date	My Pet Protection w/ Wellness or My Pet Protection.	Pre-existing conditions not covered. Available for Full-time and Part-time employees	Employees pay 100%
MATERNITY MANAGEMENT (UMR)			
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.	Must enroll before the third trimester and the inpatient hospitalization fee of \$250. You also receive free educational materials from pregnancy to infant care	Fully paid by WWT
REAL APPEAL (UMR)			
1st day of the month following start date for Full-time employees	Effective, comprehensive approach to weight management. Must have a BMI of 23 or higher and be on the health plan	Attend weekly online group sessions and receive a FREE success kit that includes a scale, measuring cups, and workout DVDs	Fully paid by WWT
PERK SPOT			
1st day of the month following start date	Available for Full-time and Part-time employees including their spouse and dependents	Online store for exclusive company deals and discounts	Fully paid by WWT



QUESTIONS?

PLEASE SEND AN EMAIL TO BENEFITS@WWT.COM

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](#) [▶ US Benefits](#) [▶ Benefits Tab](#) [▶ Benefits Information: View Forms](#)



World Wide Technology

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